

CNL EQUALITY/CODE OF CONDUCT GUIDELINES

Statement of Intent:

1.1 Croydon Netball League (CNL) is fully committed to the principles of equality of opportunity and will be responsible for ensuring that no member of the League, official, spectator receives less favourable treatment on the grounds of their age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

1.2 CNL will ensure that there will be open access to all those who may wish to participate in all aspects of Netball activities and that all such participants are treated fairly, ensuring the highest standards of conduct, fairness, respect, understanding and sportsmanship from everyone involved in Netball to ensure that their behaviour and actions meet the value and standards expected of them at all times.

In addition, CNL recognises that we live in a diverse society and will endeavour to ensure that all participants are given the same opportunities regardless of their socio-economic backgrounds.

CNL will ensure that it is equally accessible and will not discriminate to any member of society regardless of age, ability, gender, race, ethnicity, sexual orientation, religious beliefs and socio-economic background.

2. Purpose of the Policy

2.1 CNL recognises that individuals and / or certain groups in our society may not have been able to participate equally and fully in Netball in the past and that some barriers do exist. CNL therefore undertakes that it will take positive action to ensure that the game is accessible for everyone who wishes to participate in the sport.

2.2 This policy has been produced by CNL to identify and eradicate barriers and tackle unlawful discrimination or other unfair treatment, whether intentional or unintentional, which may preclude some people from participating fully in Netball.

All areas of CNL activity will be affected by this policy.

3. Actions

3.1 CNL recognises that, in some cases, to achieve the principle of equality, unequal effort and resource is required and, if appropriate and proportionate, will consider positive action or may introduce special measures to assist any group which is currently under-represented within any area of Netball activity.

3.2 CNL will promote continuous personal development as regards equality within the League and where appropriate provide specialist facilities, equipment and training.

4. Discrimination, harassment, bullying and victimisation

4.1 CNL regards discrimination, harassment, bullying or victimisation as serious misconduct for which members will be liable to appropriate disciplinary action.

5. Responsibility, implementation and communication

5.1 All clubs were made aware of the policy's existence at the AGM 2013 and it will be reviewed each year and signed for by each participating club at the AGM.

5.2 Each participating Club in the League will be asked to sign on behalf of everyone involved in Netball within their club and ensure that they abide by the rules.

5.3 The CNL Committee will endorse and be responsible for ensuring that this Equality/Code of Conduct Policy is implemented and will deal with any actual or potential breaches. Sanctions will include the deduction of points and the institution of disciplinary action at the Committee's discretion.

5.4 All members involved in CNL have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

5.5 All clubs are to ensure that they have a member who is fully conversant with Safeguarding and Child Protection procedures.

The CNL disciplinary procedure is produced as a separate paper.

6. Code of Conduct:

All CNL members must undertake that they will;

- i) Not abuse or misuse any relationship of trust, or position of power, or influence held within their Team, Club and League.
- ii) Conduct themselves in an appropriate manner and co-operate and respect other officials and administrators.
- iii) Never argue with a match official during a game.
- iv) Exercise self-control and understand that verbal, emotional and physical abuse of officials, coaches, spectators, deliberately distracting or provoking an opponent is not acceptable or permitted behaviour in Netball.
- v) Treat all participants with respect, never bully or take unfair advantage of another participant.
- vi) Display modesty in victory and graciousness in defeat.

- vii) Comply with all statutory anti-doping and alcohol policies and regulations.
- viii) Abide by any disciplinary sanctions imposed by the League and match officials during the course of matches.
- ix) Not use Social Media technology to bring the game into disrepute or make any inappropriate comments about fellow competitors, coaches, officials, volunteers or spectators.
- x) Ensure correct club kit is worn at all times during play and for umpires to be ideally in white or a neutral colour.
- xi) Abide by CNL Rules & Regulations.

January 2014
JBR/CNL Committee