

CNL EQUALITY POLICY & CODE OF CONDUCT POLICY & GUIDELINES

Statement of Intent

1.1 Croydon Netball League (CNL) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member of the league, official or 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 any aspect 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 against any member of society regardless of age, ability, gender, race, ethnicity, sexual orientation, religious beliefs and socio-economic background.

1.3 The Policy applies to all participants in the Leagues, Competitions and Tournaments organised by CNL - the Saturday League, the Evening League, the Summer League, Tournaments, Juniors, the Chairman's Cup Competition and the elected Officers.

2. Purpose of the Equality 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 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 This Policy will be reviewed each year and each participating Club will be asked to sign an agreement on behalf of all their Club members that they will conform and abide by the rules of CNL.

5.2 The CNL Committee will endorse and be responsible for ensuring that this Equality Policy and Code of Conduct Policy & Guidelines are 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.

5.3 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.

5.4 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 document.

6. Code of Conduct

All CNL members must undertake that they will;

6.1 Not abuse or misuse any relationship of trust, or position of power, or influence held within their team, club and league.

6.2 Conduct themselves in an appropriate manner and cooperate and respect other officials and administrators.

6.3 Never argue with a match official during a game.

6.4 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.

6.5 Treat all participants with respect, never bully or take unfair advantage of another participant.

6.6 Never engage in discriminatory abuse or anti-social behaviour which could include but is not limited to racism, sexism, antisemitic, Islamophobic, homophobic or transphobic behaviour.

6.7 Not impinge on others enjoyment of the Sport or my performance by consuming alcoholic drinks, smoke or vape immediately prior to or while participating in the sport, or while safeguarding children, young people or vulnerable adults

6.8 Ensure that everyone can participate in a fair, honest environment by rejecting cheating, abiding by the Anti-Doping policies and not taking illegal substances immediately prior to or while participating in the Sport.

6.9 Display modesty in victory and graciousness in defeat.

6.10 Abide by any disciplinary sanctions imposed by the League and match officials during the course of matches.

6.11 Not use Social Media technology to bring the game into disrepute or make any inappropriate comments about fellow competitors, coaches, officials, volunteers or spectators.

6.12 Ensure correct club kit is worn at all times during play and for umpires to be ideally in white or a neutral colour.

6.13 Enjoy the game and ensure others can also enjoy it

6.14 Abide by CNL Rules & Regulations.

6.15 CNL adheres to the EN Safeguarding Policy, and requires that all CNL members have a duty of care to safeguard U18's

7. Code of Conduct – Surrounding Residential Amenities/Occupiers

All CNL members have the responsibility to conduct themselves, respect, act in accordance with and follow the points listed below.

7.1 CNL and venues hired are aware that the residential amenities of the adjoining occupiers must be respected at all times. In accordance with netball league rules, players are obliged to maintain respectful sportsmanship.

7.2 Waiting and spectator areas will only be utilised adjacent to the court in play.

7.3 Whilst it should be anticipated that spectators will vocalise their support for teams playing during matches, this must be reasonably regulated by CNL committee members and Shirley High School duty staff. Waiting teams and spectators shall be regularly reminded that whilst supporting the teams in play, excessive noise will not be tolerated; the school and CNL shall reserve the right to eject from the site persons who do not comply.

7.4 Users of the courts will require moving away immediately after play, duty site staff, CNL staff or the team manager will be required to ensure this is enforced.

7.5 It will be expected that users of the courts will arrive and depart with due care and respect of neighbouring properties, this will be maintained by CNL in conjunction with school site staff that are authorised to use warnings as necessary, reporting any incidents to the school management team and CNL.

8. Code of Conduct – U18 photography/videoing

8.1 Anyone taking photographs or videoing, whether for educational/training or personal purpose, must request permission from the opposition and the umpires **prior** to the start of the game and should there be a possibility that neighbouring games may come into view then they must also gain permission from those involved.

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JBR/CNL Committee