HITCHIN
NETBALL CLUB

Code of Conduct
Coaches & Volunteers

Issue: 2
Issue Date: January 2026
Review Date: March 2027
Responsible: Hitchin Netball Club Committee

The committee is collectively responsible for ensuring this Code of Conduct is implemented, reviewed, and updated as required.

Introduction

This Code of Conduct is based on the principles of England Netball's Codes of Conduct and reflects Hitchin Netball Club's commitment to **Respect, Teamwork, Enjoyment, Achievement and Safety**.

This Code of Conduct applies to all coaches (whether paid or unpaid) and volunteers acting on behalf of Hitchin Netball Club. It sets out the expected standards of behaviour, safeguarding responsibilities, and governance requirements. Compliance with this Code is a condition of volunteering or coaching within the Club.

Our Values and Expectations

Volunteers and Coaches are expected to:

- Act with integrity, professionalism and respect at all times.
- Promote a positive, inclusive and supportive environment for all participants.
- Place the wellbeing, safety and enjoyment of children and young people above all other considerations.
- Act as positive role models, recognising that behaviour, attitude and conduct directly influence others.
- Support the objectives, values and reputation of Hitchin Netball Club and England Netball.

Equality, Diversity, and Inclusion

Hitchin Netball Club is committed to equality, diversity and inclusion. Volunteers and Coaches must:

- Respect the rights, dignity and worth of all individuals involved in netball.
- Ensure fair and consistent treatment of all participants, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Challenge and report discrimination, harassment, bullying or inappropriate behaviour.
- Promote inclusive practice and adapt activities where necessary to support disabled participants or other vulnerable groups.

Adherence to Club Policies

Volunteers and Coaches must:

- Adhere to all Hitchin Netball Club policies, procedures, codes of conduct and committee decisions.
- Act in accordance with England Netball rules, regulations and guidance at all times.
- Not operate independently of agreed club procedures or make unilateral decisions that affect players, parents, volunteers or the wider club.
- Recognise that, while responsible for their own court or session, they must work within agreed club-wide expectations to ensure consistency across all activities.
- Not make promises, assurances or commitments to players or parents regarding selection, progression, playing time, awards or future opportunities without appropriate committee involvement or approval.
- Refer parent or carer queries that extend beyond day-to-day coaching matters to the committee in line with club communication processes.
- Not introduce awards, trophies or recognition schemes unless they form part of a committee-approved, club-wide policy.
- Engage with and support the induction and briefing of new coaches to ensure shared understanding of standards, procedures and expectations.

Safeguarding and Welfare

Volunteers and Coaches must:

- Place the safety and welfare of children, young people and Adults at Risk above all other considerations.
- Act in accordance with the Hitchin Netball Club Safeguarding Policy and England Netball safeguarding procedures at all times.
- Ensure appropriate supervision, safe working practices and effective pre-planning of sessions in line with the age, experience and ability of participants.
- Maintain appropriate professional boundaries at all times.
- Always report concerns, disclosures, allegations of abuse or poor practice in line with club and England Netball procedures.
- Never engage in a sexual relationship with a young person under the age of 18 for whom they are responsible.

- Avoid being alone with a child or young person wherever possible and ensure appropriate safeguards are in place if this is unavoidable.
- Refrain from smoking, vaping or consuming alcohol during club activities, events or coaching sessions.

Acknowledgement

By participating in Hitchin Netball Club activities, Volunteers and Coaches agree to uphold the values, standards and expectations outlined in this Code of Conduct. Acceptance of this Code is recorded via the club's acceptance system and is a condition of involvement with the club.

References / Supporting Documents

1. Hitchin Netball Club Policies – www.hitchinnetballclub.co.uk/policies
2. England Netball Codes of Conduct – www.englandnetball.co.uk
3. Hitchin Netball Club Safeguarding Policy – www.hitchinnetballclub.co.uk/safeguarding