HITCHIN
NETBALL CLUB

Code of Conduct
Club Committee

Issue: 2
Issue Date: March 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**.

It applies to all Committee Members and sets out the expected standards of behaviour, safeguarding responsibilities, governance requirements, alongside adherence to Club policies. Compliance with this Code is a condition of serving as a Committee Member.

Our Values and Expectations

Committee Members hold their position primarily for their knowledge, skill set, and experience, and their ability to actively contribute to the running of the Club.

As a Committee Member of Hitchin Netball Club, I will:

Act with integrity and professionalism

- Uphold and promote the Club's Constitution and Policies.
- Represent the Club and its members positively at all times.
- Make decisions in the best interests of the Club as a whole, not for personal or group gain.

Respect and collaboration

- Listen to and respect the views of others.
- Use appropriate and respectful language and behaviour in all interactions.

- Support fellow Committee Members in the leadership and governance of the Club.

Governance and administration

- Contribute actively to the effective work of the Committee.
- Prepare for meetings by reading all papers circulated in advance.
- Attend and participate regularly in meetings, engaging constructively and respectfully.
- Respect the role of the Committee Chair and follow agreed meeting protocols.
- Strive to reach decisions by consensus and publicly support group decisions.
- Respond promptly to agreed actions and commitments.
- Help establish and maintain a comprehensive set of Club Policies that are regularly reviewed.
- Attend the Club AGM and any other meetings reasonably required to fulfil the role.

Financial and operational responsibility

- Manage Club funds responsibly to ensure value for money.
- Ensure private or personal financial interests do not influence decisions.
- Disclose any interests that could be perceived as a conflict of interest.

Equality, diversity, and inclusion

- Champion equality and respect the rights, dignity, and worth of all individuals, regardless of gender, race, disability, age, religion, sexuality, or other protected characteristics.
- Promote inclusive practice and challenge discrimination, harassment, or inappropriate behaviour.

Safeguarding and welfare

- Prioritise the safety and welfare of children, young people, and Adults at Risk (where applicable), in all Club activities and decisions.
- Act in accordance with the Hitchin Netball Club Safeguarding Policy and England Netball safeguarding procedures.
- Ensure Committee decisions and Club activities uphold safe and inclusive practice.
- Maintain appropriate professional boundaries at all times.
- Report concerns, disclosures, or allegations of abuse or poor practice in line with Club and England Netball procedures.

What I Will Not Do

As a Committee Member, I will not:

- Exercise authority outside of agreed policies or my designated responsibilities.

- Promote personal views inflexibly or disrupt Committee decision-making.
- Gossip, act with prejudice, or use discriminatory language or behaviour.
- Ignore concerns about the Club or fail to speak up appropriately.
- Publicly oppose decisions made collectively by the Committee.
- Use my position for personal gain or influence decisions for private benefit.

Acknowledgement

By serving as a Committee Member of Hitchin Netball Club, I agree to uphold the values and expectations outlined in this Code of Conduct.

Breaches of this Code may be addressed in line with the Club's Constitution, Disciplinary Procedures, and England Netball guidance.

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