Didsbury Netball Club

Code of Conduct: Coaches, Officials & Volunteers

- Always work in an open environment for example avoiding secretive or unobserved situations and encourage open communication;
- Always ensure that you do not spend time alone with a child away from others;
- Always challenge injustice;
- Always treat Children and Young People equally, affording respect and dignity;
- Always put the welfare of each Child or Young Person first, before winning or achieving goals;
- Always recognise the developmental capacity of the child and do not push them against their will or to train excessively;
- Always maintain a safe and appropriate distance with players. For example, it is not appropriate for adults to have an intimate relationship with a Child or Young Person or to share a room with them. In cases of emergency where you must enter their room, always have another adult present and leave the room door open;
- Always seek to build balanced relationships based on mutual trust which empower Children and Young People to share in the decision making process;
- Always aim to make netball fun and enjoyable and promote fair play;
- Always ensure that if any form of physical support is required, it is provided openly and in accordance with guidance provided by England Netball. Where physical contact is practised on a frequent basis [for instance gymnasium exercises] the parents should always be consulted and their agreement gained;
- Always keep up to date with technical knowledge, qualifications and insurance in netball;
- Always involve parents and carers wherever possible. For example, encouraging them to take responsibility for their children in the changing rooms;
- When supervising children and young people in changing rooms, always work in pairs and in these circumstances never supervise children and young people of the opposite gender;
- Always ensure that you have details of a child's medical needs if any, whilst the child or young person is under your supervision [see Parental Consent Form in document list];
- Never condone the use of any performance enhancing drugs;
- Never invite a child or young person to your home without a parent, guardian or appropriate adult present;
- Always ensure that if mixed teams are taken away they are accompanied by a male and female member of staff. However, remember that same gender abuse can also occur;
- Always ensure that at tournaments or residential events, adults do not invite children (other than their own family members) into their rooms;
- Always be an excellent role model, this includes not smoking or drinking alcohol or use inappropriate language in the company of Children and Young People;

- Always give positive and constructive feedback rather than negative criticism;
- Always secure parental consent in writing to act in loco parentis, if the need arises to administer emergency first aid and/or medical treatment;
- Always keep a written record of any injury that occurs, along with the details of how it occurred and any treatment given;
- Always seek written parental consent if club officials are required to transport young people in their cars, which should be done by at least two appropriately vetted adults;
- Always ensure that appropriate seat restraints are used when traveling with children and young people;
- Coaches should at all times be respectful to officials – if legitimate complaint is justified it should be communicated in an appropriate manner away from public gaze and in the absence of athletes.

Coach / Athlete Ratios

The following are the recommended England Netball ratios

- For groups including children under 11 years of age: 1 : 8
- For groups comprising of children over 10 years of age: 1 : 10
- There must be at least 2 adults present at any one time for groups of 4 or more
- For mixed gender groups of any size, there should ideally be at least one male and one female present.

Practices never to be sanctioned

The following should never be sanctioned. You should never:

- Engage in rough, physical or sexually provocative games, including horseplay with a Child or Young Person;
- Share a room with a Child or Young Person;
- Allow or engage in any form of inappropriate touching;
- Allow children to use inappropriate language unchallenged;
- Make sexually suggestive comments to a Child or Young Person, even in fun;
- Upset or reduce a Child or Young Person to tears as a form of control;
- Fail to act upon and record any allegations made by a Child or Young Person;
- Do things of a personal nature for Children or Young Persons that they can do for themselves;

Note: It may sometimes be necessary for staff or volunteers to do things of a personal nature for a Child or Young Person, particularly if they are disabled. These tasks should only be carried out with the full understanding and consent of parents and the Child(ren) or Young Person(s) involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with them about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing or where there is physical contact, lifting or assisting a Child or Young Person to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

Incidents that must be reported / recorded

If any of the following occur you should report this immediately to the Club Safeguarding Officer and record the incident. You should also ensure the parents / carers of the child are informed:

- If you accidentally hurt an athlete;
- If the player appears distressed in any way;
- If a player appears to be sexually aroused by your actions;
- If a player misunderstands or misinterprets something you have done.
