



# **CODE OF CONDUCT POLICY**

# **TANGO NETBALL CLUB CODE OF CONDUCT POLICY**

## **INTRODUCTION**

This aim of this policy document is to provide guidelines for the development of 'Codes of Conduct' at the Tango Netball Club (TNC) having regard to the following objectives:

1. Define code of conduct protocols for the TNC that reflect behaviour requirements at all levels of business relating to operations, administration, personnel development, culture and communications.
2. Evaluate code of conduct policy to ensure it reflects requirements of netball authorities relevant to the conduct of business at the TNC.
3. Explore methods of communication with the view to the effective promotion of codes of conduct to members and club officials involved in daily activity associated with the playing of netball.
4. Provide overviewing philosophy for the documentation of code of conduct policy in relevant TNC policy documents and manuals having a code of conduct relevance within the scope of their content.
5. Facilitate communication between club officials, athletes and members at all levels to assist the flow of information as part of the 'whole of club' framework envisioned for strategic planning at the club.

This statement should not be viewed in isolation, but rather, is part of a broader strategic framework that includes business planning at the club as whole. The statement should be viewed as complementary to business and planning processes.

## **BACKGROUND**

The TNC is one of the oldest SPNC clubs in SA having history that dates to 1947. This history continued unbroken until the club lost its position in the SPNC in 2010. There was feedback given at the time that re-admittance was dependent on the club addressing management, personnel development and governance issues outlined in the feedback. These issues were addressed and as a result the club was re-admitted for a two-year period commencing in 2013. The club's tenure was confirmed for a further two years in 2014 as part of on-going review and accreditation processes for all SPNC clubs conducted by Netball SA.

The club is currently conducting a strategic review to consolidate the work undertaken to gain re-admittance to the SPNC and to promote best practice in the conduct of its business. This document forms an integral part of the review by providing policy information concerning codes of conduct to guide business practices and strategic planning at the TNC. The document should be viewed as a living document subject to continuing review as strategies are introduced and evaluated.

## **RATIONALE**

The TNC is a premier league netball club competing in demanding netball environments at both community and elite levels that rely on reputation as a major component affecting the ability of clubs to attract members and sustain their competitive relevance. The behavior of club officials, athletes and supporters is important toward establishing and maintaining reputation. This importance is recognised at the TNC, which has emphasised ethical behaviour as a focus for its business practice through policy definition and in the following mission and vision statements for the club that are define in the TNC Strategic Plan 2015-2018:

### Mission

*To provide a community based netball environment that supports wholesome competition and personal development opportunities for all members to be the best they can be in netball through programs based on excellence and principles relating to equity and ethical behaviour.*

### Vision

*To be highly regarded as a progressive premier league netball club that supports personal development through excellence and ethical behaviour.*

This policy statement is intended to reinforce ethical behaviour requirements at the club through over-arching philosophy to guide the development of 'Codes of Conduct' relating to club officials, athletes and supporters that are advertised separately in relevant publications and social media sites including the TNC website.

Ethical behaviour includes but is not limited to fairness, integrity and respect for club, its members and other netball clubs, authorities or individuals involved as customers or business associates of the club.

## **POLICY**

The following is policy relating to broad areas of conduct outlined under separate headings that shall be used to guide development of 'Codes of Conduct' at the club. The areas are not intended to be restrictive, but rather, are intended as over arching policy to assist codes of conduct development that should be more definitive in describing behaviour requirements.

### General Conduct

Club officials, athletes and supporters at the TNC shall be required to conform to standards of behaviour defined in 'Codes of Conduct' approved by the Management Committee at the club.

### Ethical Behaviour

Club officials are accountable for their conduct and the achievement of performance outcomes relevant to their role in accordance with a job description written for their position. The Management Committee is responsible for evaluating performance, having regard to relevant job descriptions and ethical behaviour relating to each role.

## Social Media

Policy regarding the use of social media is outlined in the TNC Member Protection Policy (paragraph 11). Members are required to comply with the TNC policy and the policy of relevant netball associations, which are subject to club disciplinary procedures in the event of any misuse in accordance with the policy.

## Elicit Drugs/Smoking

The TNC does not condone the use of illicit drugs in any form inside or outside of the club environment. In particular, is the use of illicit drugs by club officials, athletes or supporters whether or not the use directly affects members at the club or otherwise. The TNC adopts a non-smoking requirement within the precincts of its clubrooms, training venues, at games and all functions involving the club and its members. Members shall comply with club policy the policy of other netball authorities (including Netball SA policies) concerning smoking and the use of illicit drugs.

## Betting

The TNC does not condone betting on netball games generally or in any form associated with its teams playing in any competition associated with the club, except in accordance with Netball Australia, Netball SA policy or other regulation (if any) that allow legal betting in some form, that is subject to integrity oversight. Members shall comply with club, Netball Australia and Netball SA policies concerning betting.

## Match Fixing

The TNC does not condone any action to affect the results of a game of netball outside the rules of the game either with or without intent to gain advantage from the result either personally or for some other person. The TNC supports honest competition with an aim to win within the rules and spirit of the game of netball involving respect for club officials, opponents and umpires. Members shall comply with TNC, Netball Australia and Netball SA policies concerning match fixing.

## Children

The TNC supports child safety as a priority at the club. Members shall be required to comply with legal, TNC and Netball SA policy requirements concerning child safety with particular reference to police clearance certificates, photographing children and reporting child abuse (TNC Member Protection Policy clause 8 refers).

## **PROCEDURES/LIMITATIONS**

1. This policy and TNC 'Codes of Conduct' shall form part of the policy framework at the club and are subject to disciplinary procedures when any breach is alleged (see TNC Constitution clause 7 and Member Protection Policy clause 12).
2. The Match Committee is responsible for approving 'Codes of Conduct' for use as part of the club's policy framework and monitoring compliance through defined areas of responsibility outlined in relevant job descriptions.
3. Club officials shall ensure compliance with 'Codes of Conduct' relevant to their areas of responsibility as much as possible within the scope of their duties.

4. 'Codes of Conduct' shall be advertised on the TNC website and shall be included in club publications, where relevant, used to guide the activities of club officials including coaches and umpires.
5. Members are encouraged to report breaches of 'Codes of Conduct' within the spirit of what is best for the club and its members generally having regard to confidentiality and procedures outlined in the TNC Constitution and TNC Member Protection Policy.

## **CONCLUSION**

Codes of conduct are important tools for reinforcing required behaviour through policy and regulation. They are essential for establishing a cultural framework at sport clubs such as the TNC and providing values based references. However, their affect is minimal without the support of club members who are willing to adopt the codes in the spirit in which they were intended. The TNC encourages member support having regard to culture at the club involving volunteers who in the majority have the general intent to 'do the right thing' and to support the club.

As stated, the policy in this statement provides broad overarching statements of intent in areas that are important to the club. The aim is to guide the development of more detailed 'Codes of Conduct' for specific categories of involvement by club officials, athletes and supporters. This policy and the codes are subject to disciplinary procedures outlined in the TNC Constitution and TNC Member Protection Policy. However, while there is regulation and accountability, the general intent is to do what is best for the majority of members having regard to required behaviour and the people involved. Particular attention in the policy and in the TNC Member Protection Policy has been given to child safety, which remains a priority regarding behaviour and conduct at the club.

## **REFERENCES**

TNC Constitution  
TNC Member Protection Policy