



FENTON MANOR
NETBALL CLUB EST 2004

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Welcome to Fenton Manor Netball Club.

We have been established since 2004 and started out with less than 20 members. Since then the club and its players have gone from strength to strength and is one of the leading providers of netball in Stoke on Trent for both Juniors and Adults.

We are well respected within the Staffordshire area, being one of a small handful of clubs to achieve Bronze CAPS and Club Mark status. Our team continues to strive for better with us currently working towards our Silver CAPS status. Club development is a huge part of our existence and we are always willing to support anyone who wishes to gain formal coaching and umpiring qualifications and experience.

We currently host three senior Stoke-on Trent League teams and six Staffordshire Junior Netball League youth teams. Our junior teams lead the way with consistent qualification and representation in the West Midlands Junior League over the last few seasons. We have also formed a new partnership with Newcastle Town Netball Club to provide elite netball experiences to athletes aged between 16-19.

We cater for a range of standards and abilities with ~~both~~ a social and competitive element integral to our club's composition. We are home to many players who are present and past members of the Staffordshire County Netball Academy and VNSL Academies across Loughborough Lightning, Severn Starts and WASPs Netball. We also have many members who wish to play for fun and social benefits, and we hope to continue to progress in both directions throughout the next few years.

It's not just our players that are always trying to better themselves. Our coaching team also continually strive to find new opportunities to increase their knowledge and provide opportunities to our members.

Our Performance Lead coach is ~~also~~ a member of the SCNA coaching team leading the Under 13 Academy as well as coaching for Loughborough Lightning as part of their academy and competition squads. She has also spent 3 years coaching at WASPS netball so brings a resume of experience and results!

Our coaching team are aiming to increase their number of level 2 coaches over the next 12 months to further provide a centre of excellence to deliver netball for all its members no matter what their goals are.

The Club is managed by a committee of dedicated members of parents of previous and existing players who put in many hours voluntarily to ensure the Club provides a safe and nurturing environment for all players.

Many of our members serve on local and county netball committees and dedicate much of their free time voluntarily to netball. Netball is our life; we are always trying to raise the profile of our sport and our club is essentially a community for anyone interested in netball. Being part of FMNC means you are part of our netball family which takes pride in supporting the development of the sport, the club and our players, helping to build long lasting friendships along the way. Once you come to FMNC you will have a netballing home for life!

Lee-Ann Boardman
(Club Chair)

Contact Us



www.fentonmanornetball.co.uk



fentonmanornetballclub@gmail.com



facebook.com/FentonManorNetballClub



[@FentonManorNC](https://twitter.com/FentonManorNC)

Fenton Manor Netball Club **Management Committee 2021/22**

Chairperson	Lee-Ann Boardman
Vice Chairperson	Charlene Muller
Club Secretary	Carlie Watling
Safeguarding Lead	Melissa Muller
Safeguarding Deputy Officer	Niamh Miller
Performance Lead	Amy Mountford
Membership Secretary	Carlie Watling
Treasurer	Julie Dudley
Data Protection Lead	Shaun Ashworth
Lead COVID Officer	Tracy Jackson
Volunteer Co-ordinator	Deb O'Neill
Kit Manager	Andrea Perry

Fenton Manor Netball Club Management Plan

New Members

- All new member enquiries should be made through the club website 'new members' form.
- The Performance Lead will respond to these enquiries and place new players in the most appropriate session based on age, playing experience and coach availability.
- New members must have registered and paid the EN membership fee by their third session to be considered to play in the netball leagues that the club enters.
- New members must have paid at least the first installment of their club membership fees before they are eligible to compete in the netball leagues the club enters.

Existing Members

- Must have renewed their EN membership on their ENgage system by the 1st September each year to be eligible for team selection for the upcoming season.
- Must have paid as a minimum the first installment of their club fees by the 1st September each year to be eligible for team selection for the upcoming season.
- Club membership fees can be paid in full or installments as per the ENgage system agreement.

Venue

- All training sessions will take place at Fenton Manor Sports Complex, City Road, Fenton, Stoke on Trent, ST4 2RR.

Entry and Exit

Entry

- The club entry point is at the doors to the playing court.
- The club, its coaches, volunteers and management committee are not responsible for any member or actions of members outside of the playing court.
- It is the responsibility of the parent or guardian to ensure the members are safely 'dropped off' at the entry point of the club.

- If the 'drop off' point is different to that of the clubs nominated 'drop off' point then the responsibility for the player lies solely with the parent/guardian.

Exit

- The club exit point is at the doors to the playing court.
- The club, its coaches, volunteers and management committee are not responsible for any member or actions of members outside of the playing court.
- It is the responsibility of the parent or guardian to ensure the members are safely collected at the exit point of the club or have agreed arrangements with the club coaches ~~of~~ for an alternative collection point at the ~~conclusion~~ end of each session.
- If the collection point is different to that of the clubs nominated collection point then the responsibility for the player lies solely with the parent/guardian.

Before A Session

- If any player is unable to attend training for any reason, please inform your coach as soon as possible.
- No player should attend a session or match if they are feeling unwell.
- Arrive changed ready for training (including short nails, no jewellery etc). Players should NOT ARRIVE in sliders etc but instead be ready to immediately take to the court.
- Parents/guardians should pre-pay for the session on the ActiveStoke app prior to the session.
- All players must bring their own netball to each session.

During A Session

- All players will be allocated an arrival slot and should wait at the door of the arena for registration to be complete.
- All players should be 'Netball Ready' on arrival.
- Parents/ guardians are asked to bring their child to the court which is the entry and exit point of the club.
- Parents and guardians should then make their way to the viewing gallery if they are staying for the session.
- No one other than the players, coaches and volunteers are permitted on the court during the session.
- Exception will be made where it has been pre agreed with the performance lead.

Toilets

- Facilities will be available however, whilst every effort will be made to ensure players are safe, it cannot be guaranteed that coaches or volunteers can escort players to/ from the bathroom due to the need to remain on the court area for the duration of the session.
- We would advise all players to use their own at home before coming to training.

Equipment

- All players should bring their own netball (Yr 6 and below size 4, Yr 7 and above, size 5).
- All other equipment will be provided by the club and venue.

Cancellations

The reasons a session may be cancelled include:

- Absence of sufficient Level 2 Coaches.
- Restrictions at the venue.
- Adverse weather making travel to the venue unsafe.

In the event that any of the above occur, every attempt will be made to inform everyone as soon as practicable.

Fenton Manor Netball Club - Sports Equality Policy Statement

England Netball and Fenton Manor Netball Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so, it acknowledges and adopts the following Sport England definition of sports equity:

'Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society'.

Fenton Manor Netball Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, sex and gender reassignment, race and ethnicity, disability, religion or belief, sexual orientation, marital status, pregnancy and maternity, or social/economic status.

Fenton Manor Netball Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment or abuse.

All Fenton Manor Netball Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

Fenton Manor Netball Club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

For the full England Netball Equity Policy (2019), [please click here.](#)

Junior Training & Competition

All training sessions will take place at:
Fenton Manor Sports Complex, City Road, Fenton, ST4 2RR

Age Group	Day	Time
Under 11s	Monday	5-6pm
Under 12s	Monday	5-6pm
Under 13s	Monday	5-6pm
Under 14s - Premier	Monday	6-7pm
Under 16s - Development	Monday	6-7pm
Under 16s – Premier	Thursday	6-7pm
Under 18s	Thursday	6-7pm
Under 19s	Thursday	7-8pm

*Please note that all times/ days are subject to change

We enter junior teams into the Staffordshire Junior Netball League and aim for qualification to the West Midlands Junior Regional League. The coaching team and committee will decide the number of teams and their respective divisions. Teams are selected via club trials. These teams compete in the Stoke-on-Trent Senior Ladies League on a Monday evening. Teams are selected via club trials.

Accident & Emergency Procedures

Fenton Manor Netball Club's Accident and Emergency Procedures have been devised to assist Coaches, Volunteers and Players in the event of any emergency situation arising. It is important to remain calm but act swiftly in any emergency situation – listen to those in charge and follow their lead.

Minor Injuries (e.g. small cut, graze, bumps, bruises)

All minor injuries such as cuts, grazes, strains and sprains should, in the first instant be managed by a member of the coaching team, court side who holds a valid first aid certificate. Players should have their own basic first aid kit and other First Aid kits are located at the sports centre receptions.

The coach in charge will carry a mobile telephone and is responsible for updating the parent/guardian of the players injury.

Should anyone require first aid treatment, a first aider should be summoned by the quickest available means and appropriate assessment of the injury/situation made. The first aid for FMNC is carried out by the staff members at Fenton Manor Sports Complex, however club coaches with a valid first aid qualification can administer courtside first aid if it is required.

Minor Injuries

- Take appropriate First Aid action.
- Make provision for the injured person to rest or continue as appropriate.
- Record any incident or injury and submit this to the safeguarding officer.
- Report to parents/carers or next of kin.

Major Injuries

- Ring 999 for an ambulance.
- Make player comfortable, do not treat unless a life or death situation, e.g. stopped breathing, heavy bleeding.
- Telephone the next of kin.
- Record any incident or injury on the accident form.

Fire

On discovering a fire, the nearest fire alarm must be activated. Do not attempt to tackle the fire unless safe to do so (i.e. the fire can be quickly extinguished with the minimum of risk to self). Make your way carefully to the fire assembly point of the venue. Each venue will have their own fire precaution arrangements and procedures so please ensure that you all (members and volunteers) understand the basic requirements.

Fenton Manor Netball Club Rules and Pricing Policy

This 'Rules and Pricing Policy' applies to all Club members and should be read in conjunction with the Club Constitution. Financial records are kept for the Club.

The Club aims to break even with regards to the payment of fees. Any profits or fundraising amounts are used for the benefit and future development of the Club. Proposals for expenditure will be discussed with the Club Treasurer and agreed by the Club Committee to ensure sufficient funds exist.

Fees are fixed at the Club Committee meeting prior to the start of each season and are payable as follows:

1. Membership Fees and Other Subscriptions

- a. **England Netball Annual Membership Fee** – payable by all members at the point of registration each year and by new members on approval of their application if this occurs during the season. Members must pay this directly to England Netball through the ENgage system. Players cannot play until this has been paid. The affiliation fee payable by individuals is fixed by England Netball. The membership fee payable by players Under 19 is therefore reduced accordingly. New players who join the club partway through a season must have become a member of England Netball by their third training session.
- b. **Training Fees** – are set by the management team at Fenton Manor Sports Complex and are not a decision made by Fenton Manor Netball Club. All session fees should be paid weekly, in advance of the session using the ActiveStoke app. These session fees are paid directly to the sports centre and are not passed onto the club as revenue. New players have their first week free.
- c. **Club Development Fee** – a small contribution payable annually from each member towards the growth and development of the Club (linked to the agreement of the Club Development Plan). This is determined by the Club Committee.
- d. **Match Fees** – are calculated by estimating the cost of league entry and umpiring costs for the forthcoming season in consultation with the Club Committee. The total is then divided by the anticipated number of registered players expected to attend and rounded up to the nearest £1.
- e. **Tournament Fees** – Those participating will pay additional fees per extra competition based on entry.

For all members, one total club fee combining the above fees (c-e) is payable as per the club payment plan. This can be paid in full at the beginning of a season or in instalments via the ENgage system.

Any player whose fees are outstanding by one month will be reminded in writing by the Club Treasurer. If they have not paid in full within one month of the notification, the player will be deemed as having resigned from the Club unless they make specific representation to the Club Committee via their Team Manager/Captain.

Any reduction of fees e.g. due to serious injury, illness, pregnancy or playing netball at a higher level, or joining part way through the season, must be requested formally by the individual concerned, as soon as possible via their Captain or the Club Secretary.

The request will be considered at the first available Committee meeting. The Club Committee decision is final.

2. Officials Expenses – reasonable expenses will be paid to coaches and other officials assuming the amounts to be claimed are agreed in advance by the Club Committee.

3. Playing Kit and Equipment.

- a. Players order their match kit from the Kit Officer. The Club Committee will consider buying the dress off a player who, having paid for their dress in full, leaves the Club within their first season, providing the dress is returned in excellent i.e. re-sellable condition.
- b. Club items such as hoodies, training t-shirts and kit bags can be purchased by the individual through the club shop at:
<http://www.mclellanclothing.co.uk/fmnc/>
- c. Dresses will be loaned to new players when joining the club. Loaned dresses remain the property of the Club and are returnable, in good condition, by a player when they receive their ordered kit or if they leave the Club for any reason.
- d. Players may be asked to make a non-refundable contribution towards 'new' kit/equipment.

4. Communication/ Codes of Conduct.

- a. All players, coaches, officials, parents and volunteers must abide by the relevant Code of Conduct.
- b. All players are expected to inform their team coach if they are not able to attend training or a fixture in as much advance as possible. Non-attendance at training could affect selection for matches.
- c. Coaches will ensure that all their players are invited to take part in various leagues and tournaments. On occasions, players may be included in a different team for the purposes of participation.

Declaration

Fenton Manor Netball Club hereby adopts and accepts these rules and pricing (when read in conjunction with the Club Constitution) as regulating the actions of its members.

Safeguarding and Welfare Officer

PHOTO PENDING

Hi,

I am Charlene Muller, your-Safeguarding Lead-

I am here as part of England Netball and Fenton Manor Netball Club's commitment to protecting children and adults in their sport.

I will listen, help and provide confidential advice if you are being bullied or abused when at netball.

What Does This Mean?

Netball should be fun and you should feel safe and enjoy your sport wherever you are training and playing.

You cant do this if you feel unhappy – if someone is bullying or abusing you.

Something is wrong if someone...	Does something which makes you feel...
Teases or shouts at you	Lonely
Calls you names	Worried
Threatens, kicks, hits or punches you	Unsafe
Touches you	Hurt
Makes suggestive remarks or pressures you into sexual activity	Embarrassed
Damages or steals your belongings	Uncomfortable

What Should You Do?

If you experience the above problems when at training or in other aspects of your life because of netball then please contact me.

How to Contact Me

Call or Text 07920045847

Email: besafefmnc@outlook.com

Fenton Manor Netball Club - Safeguarding Young People in Sport Statement

Fenton Manor Netball Club (FMNC) recognises that it has a responsibility to provide members with an enjoyable and safe environment in which to play Netball. FMNC has a moral and legal obligation to ensure that when given responsibility for young people, coaches and volunteers provide them with the highest possible standard of care.

To fulfil its duty of care to all members, FMNC abides by the **England Netball Safeguarding Young People in Netball Policy, Procedures and Codes of Conduct/practice**. England Netball considers the safety and wellbeing of young people as central to its values, providing guidance and support to all members to ensure that netball is enjoyable and safe.

The aim of this policy is to promote good practice, provide young people with appropriate safety/protection whilst in the care of FMNC and to allow coaches and volunteers to make informed and confident responses to specific safeguarding issues.

Everyone has a responsibility to safeguard the welfare of young people from harm and abuse. FMNC requires all members, coaches and connected participants to abide by this policy, which means following procedures to protect young people and reporting any concerns about their welfare to appropriate authorities.

We have procedures in place to address poor practice and to help any person in the club that appears to be risk. We will endeavour to offer help and advice to any person who feels they have a concern. We will also ensure as a club that the volunteers and/or professionals working with children are suitable to do so and ensure that persons have been vetted and approved through the Disclosure and Barring Service disclosure process and hold the appropriate qualifications for the role.

You can find the full Club Safeguarding Policy at our club website, visit www.fentonmanornetball.co.uk

Reporting Concerns

If you have any concerns please speak out immediately. If something concerns you or makes you feel uncomfortable please come forward and make someone aware. Also, if you are being abused or have a concern that a fellow member of the club is at risk, again, please make someone aware. Below we have outlined the relevant persons to contact in respect of these matters.



besafefmnc@outlook.com



07920045847

For the full England Netball Safeguarding Young People in Netball Policy (2018), [please click here](#).

Reporting a Safeguarding Concern in the Netball Environment

Safeguarding young people in sport is vital to ensure they have a safe and positive experience. Whatever your role within the Club, you should always report concerns you may have of any abuse or poor practice.

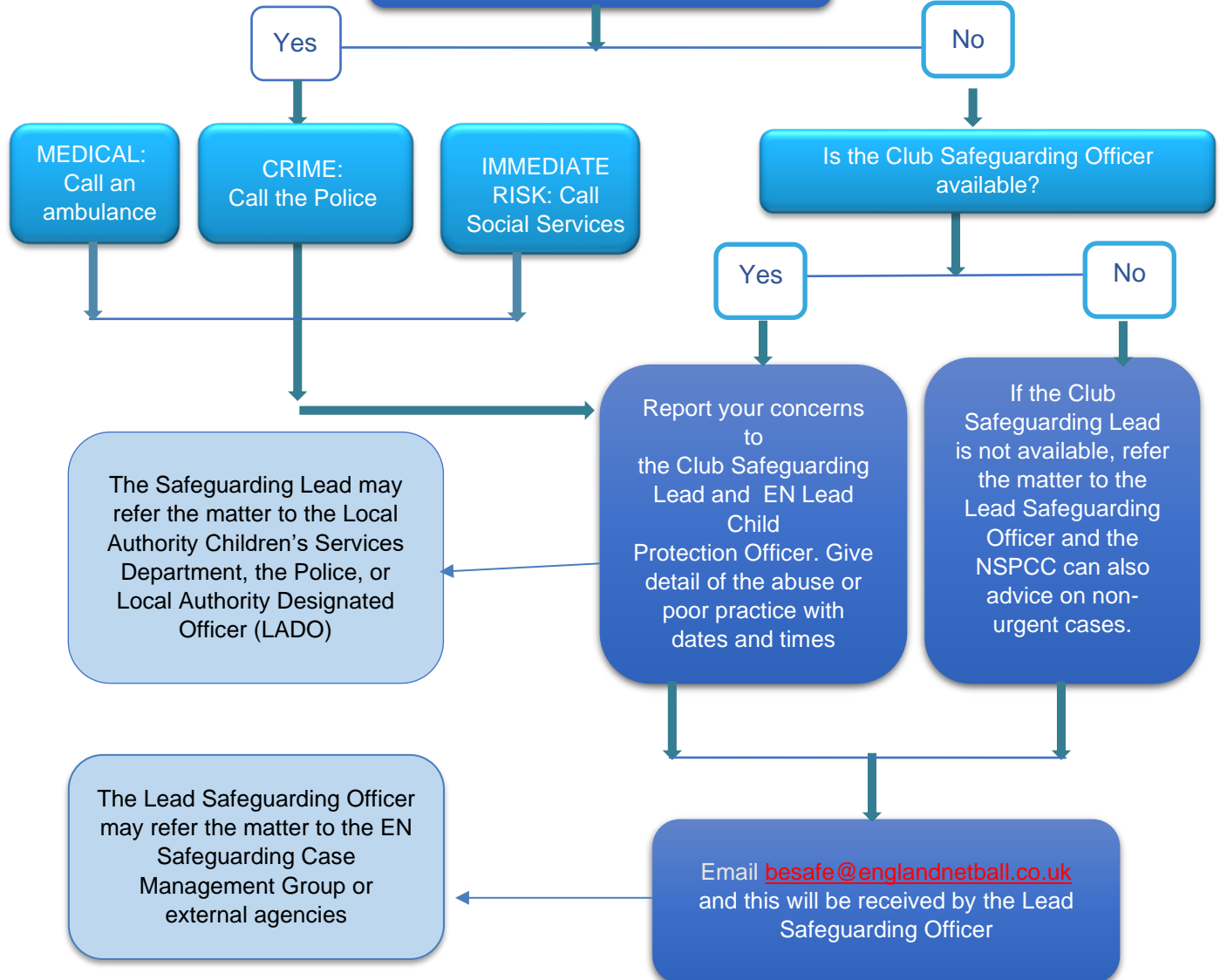
Reporting Contacts:

- 📞 NSPCC Helpline: 0808 800 5000
- 📞 Emergency Services: 999
- 📞 England Netball Lead Safeguarding Officer: 07384 214 726
- ✉ Email: besafe@englandnetball.co.uk

You are concerned a child or young person may be suffering abuse or is subject to poor practice.
Make a note of anything you have seen, or what the young person has said, with dates and times and report

👁	Recognise a concern or receive a direct disclosure.
👄	Reassure the individual and tell them what you will do
📝	Record All concerns and allegations - who, what, where and when
👉	Refer the Information to the safeguarding lead

Does the young person require immediate attention?







Reporting a Safeguarding Concern at a Netball Event

Reporting Contacts:

- 📞 NSPCC Helpline: 0800 800 5000
- 📞 Emergency Services: 999
- 📞 England Netball Lead Safeguarding Officer: 07384 214 726
- ✉ Email: besafe@englandnetball.co.uk

You are concerned a child or young person may be suffering abuse or is subject to poor practice.
Make a note of anything you have seen, or what the young person has said, with dates and times and report

	Recognise a concern or receive a direct disclosure.
	Reassure the individual and tell them what you will do
	Record All concerns and allegations - who, what, where and when
	Refer the Information to the safeguarding lead

Does the young person require immediate attention?

Yes

No

MEDICAL:
Call an ambulance

CRIME:
Call the Police

Is the event organiser available?

Yes

No

The Safeguarding Lead may refer the matter to the Local Authority Children's Services Department, the Police, or Local Authority Designated Officer (LADO)

Report your concerns to the Event Organiser and the EN Lead Safeguarding Officer. Give detail of the abuse or poor practice with dates and times

If the Club Safeguarding Lead is not available, refer the matter to the Lead Safeguarding Officer and the NSPCC can also advice on non-urgent cases.

The Safeguarding Lead may refer the matter to the EN Safeguarding Case Management Group or external agencies

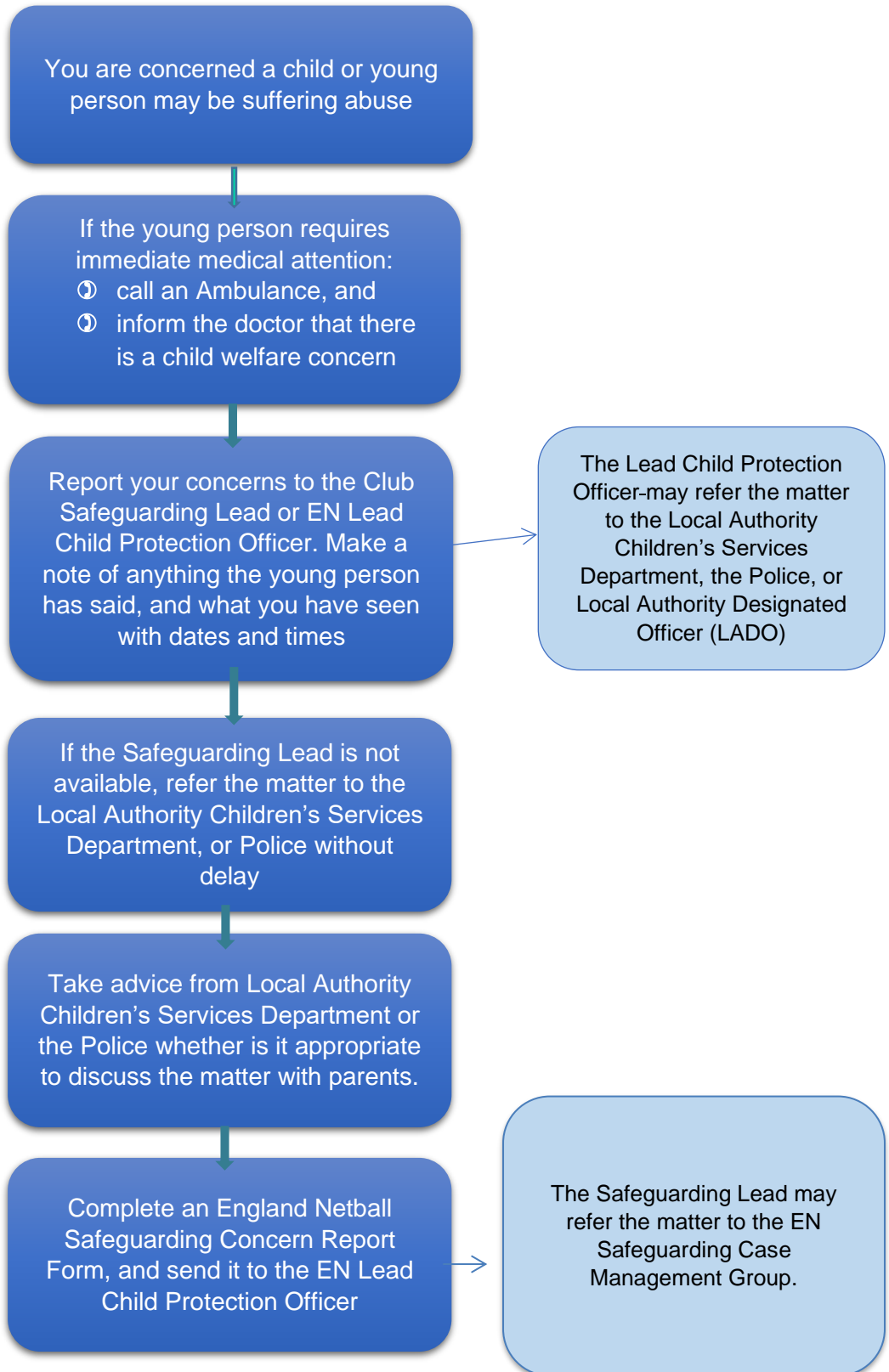
Email besafe@englandnetball.co.uk and this will be received by the Lead Safeguarding Officer

Reporting an External Safeguarding Concern within the Netball Environment

What to do if you are concerned that a young person is being abused.

Reporting Contacts:

- 📞 NSPCC Helpline: 0808 800 5000
- 📞 Emergency Services: 999
- 📞 England Netball Lead Safeguarding Officer: 07384 214 726
- ✉ Email: besafe@englandnetball.co.uk



Fenton Manor Netball Club Anti-Bullying and Harassment Policy

England Netball and Fenton Manor Netball Club are committed to providing a supportive, friendly, safe and positive environment free from offensive and bullying behaviour through its network of clubs, leagues, counties, regions and national activities. We have a TELLING culture and anyone who knows that bullying is happening is expected to tell their Safeguarding Lead.

Principles

- Bullying and harassment of any kind is not acceptable within FMNC.
- Any incident of bullying or harassment which occurs will be taken seriously, responded to promptly, and procedures followed to resolve the situation.
- FMNC has a moral and legal obligation to ensure that, when given responsibility for young people; coaches and volunteers provide them with the highest possible standard of care.
- It is the responsibility of every adult working in netball whether professional or volunteer, to ensure that all young people can enjoy the sport in a safe enjoyable environment.
- FMNC is committed to the effective recruitment of, and appropriate training for all professional staff, coaches, volunteers and club members. This will enable them to work together with parents/carers and other organisations to ensure that the needs and the welfare of young people remain paramount.

What is Bullying and Harassment?

The England Netball Youth Advisory Group define bullying as '***behaviour by an individual or group that makes another individual or group feel victimised***'. This can be physical, emotional, verbal or via electronic communication. Anyone within netball can be a bully or be bullied (players, coaches, parents, spectators, umpires and volunteers).

Bullying and Harassment can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures).
- Physical pushing, kicking, hitting, punching or any use of violence, racist racial taunts, comments about culture, graffiti, gestures.
- Sexual unwanted physical contact or sexually abusive comments Homophobic because of, or focussing on the issue of sexuality.

Cyber Bullying

Cyber Bullying is a growing issue for young people and is where the internet (or other electronic means) is used inappropriately to cause harm or distress to a young person. This can be in any number of ways:

- The distribution of an embarrassing photo that the young person wanted to be kept private.
- By posting, emailing or texting abusive comments either directly to, or about a young person.
- By the creation of an email address in another person's name and sending messages as if from that person.
- By the creation of a personal webpage which encourages users to post negative comments about a young person.
- By logging onto a person's Facebook or other social media profile and pretending to be them.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. England Netball Youth Advisory Group has described bullying within a netball context as:

- Unwanted physical contact.
- Slander or spreading rumours about someone.
- 'Ganging up' on someone. Doing something to someone that you wouldn't want done to yourself.
- Inappropriate 'banter'.
- Making a player feel isolated or uncomfortable.
- Ridiculing or making fun of someone.
- Putting players under undue pressure.
- Leaking confidential or personal information.
- Inter-club rivalries that lead to unhealthy competition

If you require further help or support you can contact the England Netball Safeguarding Officer on the following email:

besafe@englandnetball.co.uk Contact: 01509 277850

- For parents/carers of bullied children
 - www.kidscape.org.uk Helpline: 08451 205 204
- For children who are victims of bullying
 - www.childline.org.uk Helpline: 0800 1111

For the full England Netball Anti-Bullying and Harassment Policy (2018), [please click here](#)

For the full England Netball Social Media Policy (2018), [please click here](#)

Codes of Conduct

Fenton Manor Netball Club - Code of Conduct for Players

Netball Sport Ethic:

- Respect, Teamwork, Achievement and Fun By abiding by these Codes of Conduct, netball players can achieve respect, good sportsmanship, high standards of behaviour and ethics to provide them with an enjoyable, safe and stimulating experience.
- Everyone must conduct themselves in an honest, fair, impartial and transparent manner.

I will Respect:

1. The rules, regulations and requirements of the Sport, including, but not limited to, any competitions in which I participate either directly or indirectly.
2. The rights, dignity and worth of all people involved in netball, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
3. The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding best practice guidelines and procedures when interacting with them.
4. Confidentiality and the sensitivities of information I hold on other individuals.
5. Netball and the individual's reputation and not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer or member of England Netball's staff that will bring the Sport or those associated with delivering the Sport into disrepute, including making comments on social media technology. I will respect EN's guidance and policies on social media technology.
6. The position I hold within Netball and always conduct and dress myself in an appropriate manner.
7. The result of the game and will not attempt to offer, offer or accept either directly or indirectly any consideration whatsoever in return for influencing or attempting to influence the result or seek to achieve personal gain on a result which I can influence by betting on any match or event where I am participating, either by playing, coaching or officiating, or through direct or indirect involvement.

Netball is based on Teamwork, therefore I will:

8. Not abuse or misuse any relationship of trust or position of power or influence held by me in my team, be that my playing team, Club, County, Regional or England Netball.

9. Be on time, dressed appropriately and ready to give my full attention to the role I am carrying out within Netball.
10. Recognise that individuals bring different qualities and attributes but "together we will excel".
11. Welcome new members, volunteers, and connected participation and cooperate with Members, Connected Participants, colleagues, coaches, officials and administrators already in the Sport.

I recognise individuals participate in Netball to achieve and have fun, therefore I will:

12. Recognise the achievements of others and applaud their successes.
13. Endeavour to ensure that all involved in the Sport optimise their potential by promoting the positive aspects of the sport and never condoning the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
14. Not impinge on others enjoyment of the Sport or my performance by consuming alcoholic drinks or smoke immediately prior to or while participating in the sport, or while safeguarding children, young people or vulnerable adults
13. Ensure that everyone has the opportunity to 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.
14. Display modesty in victory and graciousness in defeat; be sporting – whether I win or lose; always acknowledge the other team and the umpires at the end of the game with a hand shake or three cheers.
15. Never argue with an official or participant during a game and listen to and cooperate with officials' decisions.
16. Control my temper; I understand that verbal, emotional and physical abuse of officials, coaches, spectators or participants, or deliberately distracting or provoking a participant, coach or official is not acceptable or permitted behaviour in netball.
17. Enjoy the game and ensure others can also enjoy it.

I will endeavour to abide by these codes of conduct and promote them to others. I understand that if I fail to follow the code then Fenton Manor Netball Club, England Netball, the Regional Association or the County Association may take action against me under the Disciplinary Regulations which may result in Sanctions including fines and suspension.

Fenton Manor Netball Club - Code of Conduct for Parents/Carers

The enjoyment and safety of your child when involved in a netball activity is of paramount importance to Fenton Manor Netball Club and England Netball. Every child will be encouraged and asked to ensure that their behaviour and actions meet the values and standards expected of them at all times. As parents, you are asked to support our Codes of Conduct and embrace the spirit of our game.

As a parent/carer, I will:

1. Encourage my child to play within the rules and respect officials' and coaches' decisions.
2. Support my child's efforts and performance, give positive comments that motivate and encourage continued effort and learning.
3. Understand that competition is about winning and losing, so results are always accepted without undue disappointment.
4. Be a positive role model to my child by helping them work towards skill improvement and good sportsmanship.
5. Remember that children learn best by example; I will applaud good play by both my child's team and their opponents.
6. Thank the coaches, officials and other volunteers who give their time for my child and not interfere with their decisions.
7. Help when asked by a coach or official.
8. Respect the rights, dignity and worth of all people involved in the game, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
9. Read the rules of the sport to understand better what I am watching and discussing with my child.
10. Promote this code of conduct to other parents, carers and supporters.
11. Be aware of my child's club safeguarding policy and ensure that any concerns are reported to the club's safeguarding officer or England Netball's Lead Safeguarding Officer.

As a parent/carer, I will not:

12. Pressure my child in any way; I know that this is their sport not mine.
13. Use inappropriate language, harass athletes, coaches, officials or other spectators.
14. Criticise or ridicule my child for making a mistake or losing after the game.
15. Force my child if they are unwilling to participate in the sport.
16. Arrive at a netball activity under the influence of alcohol or drugs.
17. Use Social Media technology to bring the game into disrepute or make an inappropriate comment about an athlete, coach, official, volunteer or member of England Netball staff.

18. Consume illegal substances either immediately prior to or while being at a netball activity where my child is participating in the sport.
19. Consume alcoholic drinks or smoke either immediately prior to or while being at a netball activity where my child is participating.
20. I will endeavour to abide by these codes of conduct and promote them to others. I understand that if I fail to follow the code then Fenton Manor NC, England Netball, the Regional Association or the County Association may take action against me under the Disciplinary Regulations which may result in Sanctions including fines and suspension.

I will endeavour to abide by these codes of conduct and promote them to others. I understand that if I fail to follow the code then Fenton Manor NC, England Netball, the Regional Association or the County Association may take action against me under the Disciplinary Regulations which may result in Sanctions including fines and suspension.

Fenton Manor Netball Club - Code of Conduct for All Volunteers, Coaches, Club Safeguarding Officers, Table Officials, Team Managers & Umpires.

I will Respect:

1. The rules, regulations and requirements of the Sport, including, but not limited to, any competitions in which I participate either directly or indirectly.
2. The rights, dignity and worth of all people involved in netball, regardless of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
3. The rights, dignity and worth of Children, Young People and Adults at Risk and ensure that I am aware of the Safeguarding best practice guidelines and procedures when interacting with them.
4. Confidentiality and the sensitivities of information I hold on other individuals.
5. Netball and the individual's reputation and not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer or member of England Netball's staff that will bring the Sport or those associated with delivering the Sport into disrepute, including making comments on social media technology. I will respect EN's guidance and policies on social media technology.
6. The position I hold within Netball and always conduct and dress myself in an appropriate manner.
7. The result of the game and will not attempt to offer, or accept either directly or indirectly any consideration whatsoever in return for influencing or attempting to influence the result or seek to achieve personal gain on a result which I can influence by betting on any match or event where I am participating, either by playing, coaching or officiating, or through direct or indirect involvement.

Netball is based on Teamwork, therefore I will:

8. Not abuse or misuse any relationship of trust or position of power or influence held by me in my team, be that my playing team, Club, County, Regional or England Netball.
9. Be on time, dressed appropriately and ready to give my full attention to the role I am carrying out within Netball.
10. Recognise that individuals bring different qualities and attributes but "together we will excel".
11. Welcome new members, volunteers, and connected participation and cooperate with Members, Connected Participants, colleagues, coaches, officials and administrators already in the Sport.

I recognise individuals participate in Netball to achieve and have fun, therefore I will:

12. Recognise the achievements of others and applaud their successes.
13. Endeavour to ensure that all involved in the Sport optimise their potential by promoting the positive aspects of the sport and never condoning the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
14. Not impinge on others enjoyment of the Sport or my performance by consuming alcoholic drinks or smoke immediately prior to or while participating in the sport, or while safeguarding children, young people or vulnerable adults.
15. Ensure that everyone has the opportunity to 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.
16. Display modesty in victory and graciousness in defeat; be sporting – whether I win or lose; always acknowledge the other team and the umpires at the end of the game with a hand shake or three cheers.
17. Never argue with an official or participant during a game and listen to and cooperate with officials' decisions.
18. Control my temper; I understand that verbal, emotional and physical abuse of officials, coaches, spectators or participants, or deliberately distracting or provoking a participant, coach or official is not acceptable or permitted behaviour in netball.
19. Enjoy the game and ensure other can also enjoy it.

I will also:

20. Be a positive role model for netball by acting in a way that projects a positive image of my role within netball and being fair, considerate and honest with participants and officials.
21. Display high standards in my language, manner, punctuality, preparation and presentation to ensure that all time spent with me by participants or colleagues is a positive experience.
22. Exercise reasonable care and skill when carrying out my duties, including but not limited to keeping up to date with the latest practices and developments by taking up further education and other personal and professional development opportunities.
23. Be consistent, independent and demonstrate complete impartiality through exercising reasonable care and skill to enforce the rules of the game by applying them fairly and to effect control of the game.
24. As a coach, seek to inspire and motivate in accordance with an individual's abilities to enable them to play to the best of their ability and realise their potential.
25. As a coach, provide athletes with planned and structured training programmes appropriate to their abilities and goals by ensuring that equal attention and opportunities are available to all, including those requiring a modified plan due to sickness or injury.
26. As a tutor, assessor, tester, trainer, verifier or mentor, provide candidates with

- the appropriate information, planned and structured programmes appropriate to their needs and goals, ensuring that equal attention is applied, and to provide appropriate feedback following observation of a session.
27. Be mentally and physically fit to carry out my role within netball.
 28. Ensure that the training and/or competition environment is safe and appropriate for the age, physical and emotional maturity, experience and ability of the athletes.
 29. Ensure that I follow instructions and comply with all health and safety regulations that apply to the role I am undertaking.

I will endeavour to abide by this code of conduct and promote it to others. I understand that if I fail to follow the code then Fenton Manor NC, England Netball, the Regional Association or the County Association may take action against me under the Disciplinary Regulations which may result in Sanctions including fines and suspension.

Fenton Manor Netball Club - Privacy Policy

Fenton Manor Netball Club (FMNC) are committed to protecting and respecting your privacy. For any personal data you provide for the purposes of your membership, FMNC is the Data Controller and is responsible for storing and otherwise processing that data in a fair, lawful, secure and transparent way.

What personal data we hold on you - You may give us information about you by filling in forms at an event or online, or by corresponding with us by phone, e-mail or otherwise. This includes information you provide when you register with the FMNC through your club or participate in discussion boards on our website or Facebook sites. The information you give us may include your name, date of birth, address, e-mail address, phone number, name of the EN affiliated Clubs with which you are registered and gender (Netball Data). We may also ask for relevant netball qualifications, emergency contact information (please inform this person of the clubs privacy notice) other data such as medical information necessary for the safe delivery of netball, this is classed as special category personal data.

[Note: We will only collect data that we need to carry out the services as FMNC. If we don't need it, we don't collect it]

Why we need your personal data - The reason we need your Netball Data is to be able to administer your membership, and provide the membership services you are signing up to when you register with the FMNC. Our lawful basis for processing your personal data is that we have a contractual obligation to you as a member to provide the services you are registering for.

Reasons we need to process your data include:

1. For training and competition entry.
2. Sharing personal data with club coaches or officials to administer training sessions;
3. Sharing personal data with club team managers to enter events;
4. Sharing personal data with club coaches or officials to play in matches;
5. Sharing personal data with leagues, regional/national associations, (and county schools' associations) and other competition providers for entry in events.
6. Sharing information on course and events which are directly related to netball.
7. Sharing images/videos for training/match analysis - as this is considered special category data consent will be requested at time of registering. For funding and reporting purposes.
8. Sharing anonymised data with a funding partner as condition of grant funding e.g. Local Authority;
9. Analysing anonymised data to monitor participation trends;
10. Sending an annual county survey to improve your experience as a county member.
11. For membership and club/county/league management.
12. Processing of membership forms and payments;
13. Sharing data with committee members to provide information about club and

county activities, membership renewals or invitation to social events;
14. Publishing of competition results and club achievements.

Marketing and Communications.

15. FMNC sends out selected (directly netball related) marketing communications from third parties. - courses, training opportunities, competitions/matches as part of your membership package.

Any special category health data we hold on you is only processed for the purpose of fitness/ health checks or passing health data to coaches to allow the safe running of training sessions. We process this data on the lawful basis of consent. Therefore, we will also need your explicit consent to process this data, which we will ask for at the point of collecting it.

Any special category video/photographic is only processed and shared for the purpose of player/team analysis and development and in promotion of the club and its people on the club website and social media platforms. We process this data on the lawful basis of consent. Therefore, we will also need your explicit consent to process this data, which we will ask for at the point of collecting it.

On occasions we may collect personal data from non-members e.g. such as any non-member participant who fills in a health disclaimer or form at a taster event. This information will be stored for 4 weeks after an event and then destroyed securely. Our lawful basis for processing data is consent. Therefore, we will also need explicit consent from non-members to process this data, which we will ask for at the point of collecting it.

FMNC has the following social media pages Website, Facebook & Twitter. All members are free to join these pages. If you join one of the Social Media pages, please note that provider of the social media platform(s) have their own privacy policies and that the club does not accept any responsibility or liability for these policies. Please check these policies before you submit any personal data on the club social media pages. Inappropriate use could result in your membership being suspended/cancelled.

Who we share your personal data with? - When you become a member of FMNC, you will also automatically be registered as a member of England Netball. We will provide England Netball with your Netball Data which they will use to enable access to the Mynet portal. England Netball will contact you to invite you to sign into and update your Mynet portal. You can set and amend your privacy settings from the Mynet portal. If you have any questions about the continuing privacy of your personal data when it is shared with England Netball, please contact fentonmanornetballclub@gmail.com.

You automatically are registered as a member of Staffordshire County Netball Association (SCNA) and any leagues in which we enter, with whom we share netball data for the purposes of running the SCNA and leagues.

FMNC does not supply any personal data it holds for this purpose to any other third party. Mynet portal gives you the option to receive communications from third parties, you can update your preference on the Mynet portal. FMNC's data processing requires

your personal data to be transferred outside of the UK for the purpose of cloud hosting, with the appropriate safeguards in place to ensure the security of that personal data.

How long we hold your personal data? - We will hold your personal data on file for as long as you are a member with us. Members data is updated every year on annual membership forms. Any personal data we hold on you will be securely destroyed after four years of inactivity on that member's account. Your data is not processed for any further purposes other than those detailed in this policy.

Your rights regarding your personal data - As a data subject you may have the right at any time to request access to, rectification or erasure of your personal data; to restrict or object to certain kinds of processing of your personal data, including direct marketing; to the portability of your personal data and to complain to the UK's data protection supervisory authority, the Information Commissioner's Office about the processing of your personal data.

As a data subject you are not obliged to share your personal data with the FMNC. If you choose not to share your personal data with us we may not be able to register or administer your membership.

Fenton Manor Netball Club Constitution

1. The Club shall be called Fenton Manor Netball Club (FMNC).
2. The Club will be affiliated to Staffordshire of the All England Netball Association Ltd.

Aims & Objectives

3. To promote the personal development for all club members, participants, volunteers and officials of the Club in relation to netball and, where appropriate, provide routes to opportunities to enhance and increase individual skills.

The aims and objectives of the club shall be to:

- Promote netball and the club within the local community.
- To offer coaching and competitive opportunities in netball.
- Manage training sessions - To ensure a duty of care to all members of the club.
- To provide all its services in a way that is fair to everyone.
- To ensure that all present and future members receive fair and equal treatment.

4. Membership

4.1 The Club shall consist of the officers and the members.

4.2 All members will be expected to become a member of England Netball to be able to join Fenton Manor Netball Club.

4.3 Membership of the Club shall be open, and not unreasonably restricted on the grounds of sex, race or of political, religious or other opinions to any person in the area prepared to accept and support the objectives of the Club. No club member, participant, volunteer or official will receive less favourable treatment on the grounds of gender, marital status, social class, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements which cannot be shown to be relevant to their participation in the Club.

4.4 In accepting membership a person agrees to abide by the constitution of the Club and the rulings of the Club Management Committee.

4.5 Members will be enrolled in one of the following categories:

- Full member
- Associate member
- Junior member
- Life member

4.6 Members may resign from membership at any time by giving notice to the Club Secretary.

5. Membership Fees

5.1 Membership fees shall be stipulated by the management committee at the end of the previous season and will be agreed by the management committee prior to publishing.

5.2 The Club Management Committee will distinguish between members who are in regional teams, senior teams, junior teams and training partners.

5.2 Fees will be paid: annually, either in full or installments via the ENgage system (as detailed in the 'Rules and Pricing Policy').

5.3 The Club Management Committee may decide upon other charges or subscriptions at its discretion.

6. Officers

6.1 The officers of the Club shall be: Chairperson, Vice Chairperson, Secretary, Treasurer, Safeguarding Lead, Deputy Safeguarding Lead, Data Protection Officer, Performance Lead and any other relevant position as required.

6.2 These officers shall hold for a period of 12 months, being elected annually at the Club AGM. All Officers shall retire annually but shall be eligible for re-appointments.

6.3 Any casual vacancy occurring may be filled by the Management Committee.

7. Management Committee

7.1 The club will be managed through the Management Committee consisting of: Chairperson, Vice Chairperson, Secretary, Treasurer, Volunteer Co-ordinator, Safeguarding Lead, Performance Lead & Data Protection Lead, only these posts will have the right to vote at meetings of the Club Committee.

7.2 Meeting of the Management Committee shall be convened by the Secretary and the Committee shall meet as required but not less than 4 times a year.

7.3 The quorum for the transaction of business at Management Committee meetings shall be 6.

7.4 Every decision at a meeting of the Management Committee shall be determined by a majority vote of the members present and every voting member having one vote. In the event of an equality of votes the Chair of the meeting shall have a casting vote.

7.5 The Performance Lead shall be responsible for considering any application for membership and shall decide if this application should be accepted. The decision shall be in accordance with a non-discriminatory policy.

7.6 The Management Committee may delegate some or all of its powers and making to a sub-committee. Any sub-committee must act only in accordance within the authority delegated to it by the Management Committee.

7.7 The Management Committee will be responsible for adopting new policy, codes of conduct and rules that affect the organisation of the club.

8. Finance

8.1 All monies raised by or on behalf of the club shall be applied to further the objects of the Club and for no other purpose.

8.2 All club monies will be banked in an account held in the name of the club.

8.3 The Club Treasurer will be responsible for the finances of the club.

8.4 The financial year of the club will end on 30th June.

8.5 An audited statement of annual accounts will be independently reviewed and presented by the Treasurer at the Annual General Meeting.

8.6 Any cheques drawn against club funds should hold the signatures of the Treasurer plus up to two other officers.

9. Annual General Meeting and other Meetings

9.1 Notice of the Annual General Meeting (AGM) will be given by the Club Secretary. Not less than 28 clear days' notice to be given to all members.

9.2 The AGM will receive a report from officers of the Management Committee and a statement of the audited accounts.

9.3 Nominations for officers of the Management Committee will be sent to the Secretary prior to the AGM.

9.4 Elections of officers will take place at the AGM.

9.5 All members shall be entitled to vote at general meetings of the Club and shall have equal voting rights.

9.6 The quorum for annual general meetings shall be 10% members present and eligible to vote.

9.7 An Extraordinary General Meeting (EGM) shall be called by an application in writing to the Secretary signed by not less than 15 members. The Executive Committee shall have the power to call an EGM by decision of a simple majority of its members. The EGM should be held within 21 days of receipt of a valid requisition.

10. Voting Procedures

10.1 Each member shall be entitled to one vote.

10.2 A motion shall be carried by a single majority of those present and voting, except when the motion is a constitutional amendment which shall require a two thirds majority.

10.3 The Chair shall have a casting vote in addition to a deliberative vote.

11. Property and Staff

11.1 Responsibility for all property owned by the Club and for the employment of any paid staff and volunteers rests with the Management Committee.

12. Discipline and Appeals

12.1 The Management Committee shall have the power to take disciplinary action against any member and shall have the authority to terminate the membership of any member guilty of conduct deemed to be a detriment to the Club.

12.2 There shall be the right of appeal to the Management Committee against any decision made by an officer of the Club.

12.3 The appeal shall normally be considered within 14 days of it being received by the Secretary.

13. Dissolution Procedures

13.1 A resolution to dissolve the club can only be passed at an AGM or EGM through a majority vote of the membership.

13.2 In the event of dissolution, any assets of the club that remain will become the property of existing club members within the season of the dissolution.

14. Review of the Constitution

14.1 The constitution shall be reviewed on an annual basis.

14.2 The constitution will only be changed through agreement at an AGM or EGM. Any alteration to the constitution shall require two-thirds majority of members present and voting.

14.3 Additions to, or alterations of, the constitution shall be submitted to the Secretary not less than 14 days before the date of the AGM or EGM, or with a request for a special meeting of Club members. No resolution involving an amendment to the constitution may be proposed or amended from the floor of a meeting.

14.4 In the event of a proposal for amending the constitution being submitted, the Secretary shall inform the membership of the proposed motion not less than 7 days before the AGM.

14.5 In the event of any question or matter arising, which is not provided in the constitution, shall be dealt with by the Executive Committee, whose decision shall be final.

Declaration

Fenton Manor Netball Club hereby adopts and accepts this constitution as a current operating guide regulating the actions of members.

Agreed at the Fenton Manor Netball Club AGM on Tuesday 20th April 2021

Signed by Chairperson:L. Boardman

Date: 01/08/2021

Review Date:01/08/2022