



WANDSWORTH JUNIORS NETBALL CLUB

Club Constitution and Information Booklet

2025-2026

WELCOME NOTE FROM THE COMMITTEE – OUR VISION AND GOALS

Wandsworth Junior Netball Club aims to promote a friendly, competitive, and social environment for the participation of netball in all age groups. Wandsworth Juniors will encourage a love of netball, fair play, sportsmanship, and a competitive spirit. Wandsworth Juniors will seek opportunities to develop players and promote the game. All matches will be played in accordance with the rules of England Netball. Wandsworth Juniors adopts England Netball duty of care guidelines for netball clubs and associations including child protection guidelines.

HISTORY OF WANDSWORTH JUNIORS NETBALL CLUB

Wandsworth Juniors Netball Club has seen a lot of success since it started 20 years ago and now currently has over 200 members and is still growing. Wandsworth Juniors play competitively in the Surrey Junior Netball League, The Croydon Junior League and strives to compete in higher leagues as we continue to grow in numbers and strength.

CLUB ETHOS

At **Wandsworth Juniors Netball Club**, we are committed to creating a positive, inclusive and inspiring environment where every young player can develop a lifelong love of netball.

Our Mission is to provide high-quality coaching and competitive opportunities in a supportive setting that enables every player to grow in confidence, skill and character.

OUR CORE VALUES

1. INCLUSIVITY

We are proud to be an inclusive and welcoming club. We encourage players of all backgrounds, abilities and experience levels to come and trial for a place in the club.

2. DEVELOPMENT

We prioritise long-term player development over short-term results. Our coaching focuses on building strong technical skills, tactical understanding and physical confidence at every age group.

3. ENJOYMENT

We believe netball should be fun. A positive and encouraging atmosphere helps players thrive, build friendships and develop a lifelong passion for sport.

4. TEAMWORK

We promote respect for teammates, coaches, officials and opponents. Good communication, sportsmanship and collaboration are central to our club culture.

5. COMMITMENT AND RESPONSIBILITY

We encourage players to take ownership of their development through regular attendance, punctuality, effort and a positive attitude both on and off the court.

6. COMPETITIVE SPIRIT

We embrace competition as a tool for growth. Winning is celebrated, but learning, resilience and improvement are valued above results.

OUR COMMITMENT TO PLAYERS

We aim to:

- Provide structured training and match play opportunities
- Support progression through appropriate competitive pathways
- Create a safe and supportive environment
- Develop confident, resilient and respectful young athletes

The club is prominent at all levels – participating in both local competitive and friendly leagues and local tournaments. All members must realise that they play as part of a team/club, not as an individual. Actions of players reflect the club and as a club member we must ensure that we promote positive impressions through:

- behaviour, both on and off court
- body language
- interaction with other teams, players, and umpires.

The club works hard to develop its players of varying abilities, yet this requires the help and support of all players during training sessions and league games.

MEMBERSHIP

THE ENGLAND NETBALL ASSOCIATION (ENA) - AFFILIATION

Membership Insurance

The England Netball programme of insurance is provided as a membership benefit and ensures that active personal members* (referred to in the liability insurance documents as 'Registered Participants' and in the personal accident documents as an 'Insured Person') are covered for liability and personal accident insurance, at the level of cover applicable to their category of membership.

All Members are required to affiliate to the England Netball (EN) and pay the necessary fees. Affiliated members are eligible to come to training, play in league games and tournaments. Players are also required to complete the club registration form.

All Members are required to pay the required club membership fees and are expected to attend a minimum of 70% training sessions and matches.

Affiliation Benefits

<https://www.Englandnetball.co.uk/membership/become-a-member/junior-member-benefits/>

England Netball Public Liability Insurance - Summary Of Cover

<https://help.centre.Englandnetball.co.uk/wiki/download/attachments/128942110/Summary%20of%20Cover%202025-2026.pdf?api=v2>

JOINING WANDSWORTH JUNIORS NETBALL CLUB

Wandsworth Juniors Netball Club holds trials throughout the season in which new players are invited to attend and are charged £10. They will be watched by the current coaches. If they are successful and offered a place in the club, players should ensure they attend 70% of training and matches throughout the season. The Club Secretary is responsible for filtering new contacts (based on them being of a likely acceptable standard) and maintain a waitlist for any potential future players until a point where there is a space available at the club.

TRAINING (the current training schedule can be found on our website) <https://www.wandsworthjuniorsnetball.co.uk/maintenance>

Wandsworth Juniors runs training for girls ranging in age from 7 - 17 years old. Training sessions are an important part of player and team development. These sessions allow us to work with the players according to their age and ability to provide them with opportunities to build on their skills in a fun and challenging way.

- to practice skills and match play
- to develop team bonding and unity
- to implement exercises for fitness development

Non-attendance at training may result in players being selected as sub for the next game or not invited to play in the next match, subject to the reason for absence. Members should aim to maintain 70% attendance at training and matches, otherwise they **are not** guaranteed a place for the following season. Low availability may also result in movement of players between squads or full removal from the squad until the attendance improves. To ensure that the team can make the most of training sessions, players should arrive at least 5 minutes before training begins.

JUNIOR SQUADS

The Head Coach & Lead Coaches alongside the Committee is responsible for agreeing how many squads the Club will accommodate, and which leagues/divisions each squad will play in. Squad selections take place in our summer season and at initial training held at the beginning of the season for new joiners. Squad selection is the decision of the Lead Coach. In the event that the Coach is new to the Club, they should work with the players previous Lead & Head Coach in choosing squads for the new season. The Club accepts that squads are dynamic and changes are likely during the season. In line with the competitive philosophy of the Club, it is expected that all players have an ambition to be part of a squad and will move up if the opportunity arises. It is recognised that individual development and ability is not constant throughout a season and a place in any squad is not guaranteed i.e., an individual may move up or down. Changes to squads throughout the season are the decision of the Lead Coach. Changes should be made in a timely and considered way so as not to negatively impact any squad or player.

TEAM SELECTION

During the Summer Season, coaches will make the initial squad selections. These selections will be reviewed and confirmed at the start of the new season.

League team selections for matches will be determined based on the following criteria:

- Player ability

- Commitment to training
- Attendance at matches
- Attitude and effort
- Teamwork and conduct

The club is committed to ensuring that all selection decisions are made fairly, consistently, and transparently, and are in the best interests of both individual player development and overall team performance.

PUNCTUALITY

Players should ensure that they arrive in good time to start training and for the team warm up prior to matches and tournaments. The meet time and venue prior to each match which will be confirmed on SPOND by Team Managers. The meet time will generally be 15/20 minutes before the start of the match and both players and substitutes should ensure that they arrive promptly. If you are running late to a match, it is essential to communicate with the coach and/or team manager.

PROCEDURES FOR NOTIFYING UNAVAILABILITY OR SICKNESS

In the event of unavailability or sickness preventing players from attending training or matches, players should notify their coaches on Spond and on match days, their Coach and Team Managers.

BAD WEATHER POLICY

Players should turn up to training and matches regardless of the weather unless they have been informed that Training or a Match has been cancelled OR if the weather has made it unsafe or impossible for them to travel.

FIRST AID

The Coach of each year group/team is equipped with a First Aid kit to cover minor incidents during matches and training.

In the event of an incident occurring, players should follow the guidelines below:

- Stay calm but act swiftly and observe the situation. Is there danger of further injuries?
- Listen to what the injured person is saying
- Alert the first aider who should take the appropriate action for minor injuries
- In the event of an injury requiring specialist treatment, call the emergency services
- Do not move someone with major injuries. Wait for the emergency medics
- Contact the injured person's emergency contact person where necessary
- Complete an incident/accident report form

FINANCE

Governance over the handling of Club funds.

- There is a Bank Account for Wandsworth Junior Netball Club.
- All club monies will be banked in an account held in the name of the club.
- The Treasurer will be primarily responsible for the finances of the club.

- The financial year of the club will run from 1st Sept to 31st Aug and statement of annual accounts will be presented by the Treasurer at the Annual General Meeting.
- All withdrawals from the bank account by a single club officer must be notified to the Treasurer within 48 hours of the withdrawal having been made. Full details of the purpose of the withdrawal must be notified to the Treasurer at this time.
- Summary of most recent Annual Report and Accounts will be given by the treasurer at committee meetings.
- Interim reports to be provided to the Club's Committee at Committee meetings. Full report to be provided to club members annually at the AGM.

Guidelines for the payment of monies due to the club

- Payments made directly into the club account must have the members name as reference.
- Members should track the status of payments as, although every effort will be made, mistakes can be difficult to correct.
- Cost incurred by the club, due to an erred payment by a member, will be recovered from the member.
- Members with payment difficulties should bring this to the attention of the committee who will deal with the issue in the strictest confidence.
- The club will not offer a cash back facility.
- Where a player cannot play due to long term illness or injury, their subscription fee may be reduced throughout the duration of the illness/injury subject the judgment of the committee.

Kit Purchases via the club

Verbal agreements to purchase items via the club will be taken as binding and members are expected to meet the costs stated.

Any changes or cancellations should be raised at the first opportunity to avoid unnecessary costs, and every effort will be taken to accommodate this.

Dresses from U14 to be purchased from the club via Emma Wilson, Kit Secretary.

Kit Purchase direct via our supplier

Club Kit and Club Hoodies can be ordered directly from our suppliers, Akuma
<https://www.wandsworthjuniorsnetball.co.uk/maintenance>

Club Fees

This seasons 25/26 Fees are outlined as below:

FEES (Autumn + Spring Term)

Year 3 & 4: £230

Year 5+: £270

Development/Training Only Y5+: £240

Match Fee (if selected): £5 per match for development/training-only players

Sibling Discount: 10% off for second & subsequent siblings

Summer Term – 11 weeks - fee announced during Spring Term

Summary Of Costs Assumed

- Match Umpire fees
- League Entry fees
- Courts and Sports Halls (training)
- Coaching
- Club administration
- Equipment (including match and training bibs, balls, kit bag, first aid kits etc)
- Club Trophies
- Gifts

CODES OF CONDUCT / POLICIES / SAFEGUARDING

Please see our codes of conduct/policies in our important documents on the club website:

<https://www.wandsworthjuniorsnetball.co.uk/important-documents>

By signing up and paying club fees for your player, you confirm that you have read, understood, and agree to abide by the club's Codes of Conduct and all associated policies.

THE COMMITTEE

The current (2025/2026) Committee is made up of the following:

- Chairperson – Van Truong
- Vice Chair & Club Admin – Andrea McNamara
- Club Secretary – Emma Walshe
- Club Treasurer – Sarah Bartram
- Kit Manager – Emma Wilson
- Safeguarding Officer – Emma Wilson

Roles and Responsibilities

Chairperson

Purpose of the Role

- Ensure the smooth, effective, and well-governed running of the club.
- Provide leadership and direction to the committee.
- Contribute to the development, growth, and playing standards of netball within the club.

Key Responsibilities

Leadership & Governance

- Provide leadership to the elected committee and oversee the delivery of club objectives.

- Ensure the club operates in line with its Constitution and governing body regulations.
- Be fully familiar with and uphold the Club Constitution.
- Work collaboratively with the Secretary to prepare and present the Annual Report.
- Approve and sign the Year End Accounts in partnership with the Treasurer.

Meetings

- Call, prepare agendas for, and chair committee meetings and the Annual General Meeting (AGM).
- Ensure meetings are conducted efficiently, fairly, and in line with agreed procedures.
- Encourage open discussion and effective decision-making.
- If unable to attend a meeting, submit a written report to the Secretary in advance.

Strategic Oversight

- Work with all elected committee members to set clear aims and objectives for the club.
- Monitor progress against agreed plans and priorities.
- Lead on resolving significant issues affecting the running of the club to ensure timely and effective outcomes.

Accountabilities

- Provide effective leadership and direction for the club.
- Ensure good governance, transparency, and accountability.
- Support the continuous improvement and long-term sustainability of netball within the club.

Club Secretary / Membership Secretary

Purpose of the Role

- Provide administrative support and assistance to all elected committee members.
- Manage all new membership enquiries, applications, and the club waiting list.
- Act as a key point of contact for prospective and existing members.

Key Responsibilities

Administration & Communication

- Circulate relevant information to committee members in a timely manner.
- Coordinate and distribute meeting correspondence where required.
- If unable to attend a meeting, ensure all relevant updates and correspondence are submitted in advance.

Membership Management

- Manage all enquiries from prospective members.
- Organise and coordinate trials for new players in collaboration with coaching staff.
- Maintain and regularly update the club waiting list.
- Communicate outcomes of trials and membership offers professionally and promptly.

Committee Support

- Support elected committee members in delivering their roles effectively.
- Assist with general administrative duties as required.

Accountabilities

- Contribute to the continuous development and improvement of netball within the club.
- Ensure fair, transparent, and efficient membership processes.
- Maintain accurate and confidential membership records.

Treasurer

Key Responsibilities

Financial Management

- Be responsible for all monies belonging to the club.
- Collect all income on behalf of the club, including fees, and other payments.
- Maintain accurate and up-to-date financial records.
- Manage club finances in line with decisions made by the Committee.
- Disburse funds as agreed by the Committee, provided sufficient funds are available.
- Query any proposed expenditure that appears inconsistent with agreed budgets or decisions.

Financial Reporting

- Present a written financial statement at all committee meetings.
- Advise committee officers on the club's financial position as required.
- Prepare and present a full set of accounts and final financial report for the AGM.
- Approve Year End Accounts in conjunction with the Chairperson

Budgeting & Fees

- Review and propose any increases or decreases in Club Registration Fees.
- Provide financial recommendations to support informed decision-making by the Committee and members.

Membership Finance Liaison

- Liaise with new and existing members regarding payments.
- Monitor outstanding payments and maintain accurate debtor records.
- Notify the Committee promptly of any member meeting the definition of a debtor.

Committee Support

- Support and assist all elected committee officers as required.
- Attend additional meetings in an advisory financial capacity where needed.

Accountabilities

- Ensure sound financial governance and accountability.

- Promptly advise the Committee of any club debtor.
- Contribute to the continuous improvement and financial sustainability of netball within the club.

Kit Manager

Purpose of the role

- To ensure that the club has a kit supplier with a sufficient supply of the appropriate kit

Dimensions of Job

- Research options for design and cost of kit and present these options to the Committee
- Ensure the club is adequately stocked with basic kit and equipment.
- Liaise with new members to discuss their kit options and how to order

Accountabilities

- Contribution to continuous improvement of Netball within the Club

Website Manager (role available)

Purpose of the Role

- To manage, maintain, and develop the club's website to ensure it is accurate, engaging, and up to date.
- To support effective communication within the club and promote the club externally.
- To enhance the visibility and reputation of the netball club online.

Key Responsibilities

Website Management

- Maintain and update all website content, ensuring information is current and accurate.
- Upload news, match reports, fixtures, results, and club announcements in a timely manner.
- Ensure membership information, trial details, and contact information are kept up to date.
- Regularly review the website for broken links, outdated content, and functionality issues.

Content & Promotion

- Work with the Committee, coaches, and team managers to gather relevant content.
- Promote club events, tournaments, and fundraising activities online.
- Ensure the website reflects the club's values, achievements, and community involvement.

Compliance & Governance

- Ensure website content complies with safeguarding, data protection, and club policies.
- Remove inappropriate or outdated material promptly.

- Ensure appropriate permissions are obtained for publishing photos or personal information.

Technical Oversight

- Liaise with hosting providers or web developers if technical support is required.
- Maintain login details securely and ensure appropriate access is granted where necessary.
- Recommend improvements to enhance user experience and functionality.

Accountabilities

- Ensure the club website presents a professional and positive image.
- Maintain accurate and compliant online information.
- Contribute to the continuous improvement and promotion of netball within the club.

Social Media Secretary

Purpose of the Role

- To manage and develop the club's social media platforms in a safe, positive, and engaging manner.
- To promote the junior section, celebrate achievements, and communicate key information effectively.
- To ensure all online activity complies with safeguarding and data protection policies.

Key Responsibilities

Content Management

- Create, schedule, and publish engaging content across the club's social media platforms (e.g. Facebook, Instagram).
- Share match results, training updates, events, tournaments, and club news.
- Celebrate player achievements, team successes, and club milestones.
- Promote registration dates, club trials and club events.

Safeguarding & Compliance

- Ensure all posts comply with safeguarding, child protection, and data protection policies.
- Obtain and verify appropriate parental consent before posting images or personal information.
- Avoid sharing sensitive information (e.g. specific locations, personal contact details).
- Monitor comments and messages to ensure respectful and appropriate engagement.
- Remove inappropriate content promptly and escalate concerns to the Safeguarding Officer where necessary.

Communication

- Work closely with the Chairperson, Secretary, Coaches, and Team Managers to gather relevant updates.
- Respond to enquiries received via social media in a timely and professional manner, directing queries to the appropriate committee member when needed.

- Ensure messaging is consistent with the club's values and tone.

Promotion & Development

- Support recruitment drives and player retention through positive online promotion.
- Promote governing body initiatives and key netball campaigns where appropriate.
- Identify opportunities to grow engagement and increase the club's online presence.

Accountabilities

- Maintain a professional, inclusive, and positive online presence for the junior club.
- Ensure safeguarding and confidentiality standards are upheld at all times.
- Contribute to the continued growth and development of netball within the club.

Match Secretary

Purpose of Job:

- To prepare an accurate fixtures list and issue it promptly with as much advance notice as possible to all coaches, team manager and members prior to the start of season.
- To maintain the fixtures list and ensure they are all correct throughout the season with results

Dimensions of the job:

- Confirm all matches with the Coaches and Team Managers

Umpire Secretary (role available)

Purpose of Job:

- Organise umpires for the relevant matches, providing the Coaches and Team Managers with names and contact numbers.
- To ensure that umpiring courses are well attended within the club.

Dimensions of Job:

- Ensure club has requisite umpires for all games
- Make recommendations for umpiring within the Club

Accountabilities:

- To ensure that umpires are available to officiate matches
- To promote and raise the standard of umpiring in the club

Affiliations Secretary (role available)

Purpose of the Role

- To ensure all club members are correctly affiliated to England Netball prior to the start of each season.
- To manage the affiliation of new members joining mid-season.
- To ensure compliance with governing body regulations and league requirements.

Key Responsibilities

Affiliation Management

- Coordinate all Player, Coach, Committee Members and Volunteer affiliations before the start of the season.
- Ensure all new members joining mid-season complete affiliation promptly.
- Maintain accurate records of affiliation status for all members.
- Monitor deadlines and communicate key dates to the Committee and members.

Communication

- Liaise with the Treasurer regarding affiliation fees and payment confirmations.
- Provide guidance to members on how to complete their affiliation where required.
- Respond to affiliation-related queries in a timely and professional manner.

Compliance & Governance

- Ensure all affiliated members meet league and governing body requirements.
- Keep up to date with rule or process changes from England Netball.
- Report affiliation status updates to the Committee as required.

Social Secretary (role available)

Purpose of the Role

- To develop and enhance the social side of the club in line with the club's ethos and values.
- To promote a positive, inclusive, and enjoyable club environment for players, parents, and supporters.
- To support club sustainability through social events and fundraising initiatives.

Key Responsibilities

Event Organisation

- Coordinate the End of Season Party, including venue, entertainment, tickets, and logistics.
- Ensure the event is inclusive, well-communicated, and aligned with safeguarding policies

Fundraising

- Develop and deliver fundraising initiatives to support club development.
- Work with the Treasurer to agree fundraising targets and manage event budgets.
- Identify creative and engaging fundraising ideas suitable for players and families.

Sponsorship & Partnerships

- Build relationships with local organisations and businesses to explore sponsorship opportunities.
- Develop partnerships that support club events and fundraising activities.
- Ensure sponsors are appropriately recognised across club communications and events.

Collaboration

- Work closely with the Committee, Coaches, and Team managers to maximise event engagement.
- Promote events through the Website Manager and Social Media Secretary.

Accountabilities

- Deliver safe, inclusive, and financially viable social events.
- Support the financial sustainability and community spirit of the club.
- Contribute to the continued growth and positive culture of netball within the club.

EXPECTATIONS OF THE COMMITTEE

All members of the committee are elected at the AGM by the members. The Committee meets twice a season to discuss the direction of the club. Club minutes are circulated, and club members are encouraged to read the minutes to keep up to date with club business. Club members may contact the club secretary prior to the meeting if they wish to raise any issues. Committee members must ensure in all their decisions, they are acting in the best interest of the whole club not their own personal interest.

The following are guidelines for all committee members:

- Attend a minimum of 60% of committee meetings
- Provide an update if they are unable to attend meetings.
- To undertake jobs to help the club to progress and function.
- To act professionally in all aspects of club communication.
- To respond to any concerns raised from club members.
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ANNUAL GENERAL MEETING

The formal Club AGM is held at the end of the playing season, likely to be May/June, and all members of the Club and the Coaches are invited to attend. The quorum required for business to be agreed at Management Committee meetings will be 6. Notice of the Annual General Meeting (AGM) will be given by the Club Chairman and/or Secretary. Not less than 21 clear days' notice will be given to all members.

The meeting is organised by the Club Secretary, and the Club Chair leads the meeting. The AGM includes each member of the Committee presenting their annual report, elections for the next year's Committee, and an open opportunity for any Club member to raise a point for discussion. Minutes of the AGM are circulated to all Club members within two weeks of the meeting.

ELECTIONS

If you would like to nominate yourself for a position, then please notify the Chairman and Club Secretary ahead of the meeting. Committee members are voted in by a majority vote if there is more than one candidate. If there is only 1 candidate, then players must be nominated and seconded to secure their nomination. At the time of voting, if a member is not supportive of any candidate standing, they can vote for RON (re-open nominations). In the event that RON receives the highest number of votes, the nominations for that role will re-open and the Club Secretary will manage the election process outside of the AGM. Should one member achieve the highest number of votes for more than one role, they may select either one role to fulfil and the other role(s) will be allocated to the member(s) achieving the next highest number of votes or take on both if they feel they are able to fulfill both roles in line with the expectations.

In the event of no nominations for the position, then the position will remain vacant, however it is expected the committee will absorb the role. Vacant roles will be communicated in weekly club communication and players and apply to the club secretary or chairman for the role and will be voted in at the next committee meeting.

GRIEVANCE PROCEDURES

Although the Club takes every care to ensure that the rules of the game of netball are upheld and that sporting like behaviour is maintained, it would not wish for any member to feel that any grievance they have can be ignored. This Code of Practice sets out the procedure that the Club will follow in the event of a member giving notice of a grievance.

This Code of Conduct applies to all those who are playing members of the Club together with those who assist in the running of the Club, either as committee members or coaches and are affiliated members of the England Netball. Payment of club fees and participation in training and league events is acceptance of this Code of Conduct.

Asking For a Grievance to be Investigated

It is open to any Club member to ask the Club's Committee to hear their grievance. Submissions may be made verbally or in writing.

What The Committee Can Do

When a grievance submission has been made to the committee, they will ask the Chairperson or Club Secretary to investigate and provide a report.

Resolving the Grievance

Upon receipt of the report outlined above the Club may do one of three things:

- Take any action recommended in a report it has commissioned
- Reverse any discipline decisions taken
- Decline to take any further action

The committee will respond within 30 days of receiving a grievance.

DISCIPLINARY PROCEDURES

- This Code of Practice sets out the procedure that the Club will follow in the event of a complaint being made against individual players or teams.
- This Code of Conduct applies to all those who are playing members of the Club together with those who assist in the running of the Club, either as committee members, Director Of Netball, Coaches and are affiliated members of the England Netball. Payment of league fees or participation in league events is acceptance of this Code of Conduct.

Making a Complaint

- It is open to any Club member or league officials to make a complaint to the Club's Committee. Complaints may be made verbally or in writing.

What The Committee Can Do

Where complaints relate to incidents such as the use of bad language or unsporting like behaviour, the Club committee have delegated their authority to the Chairperson to deal with the matter in whatever way they see fit provided that no sanction beyond a severe reprimand is given. All incidents should be reported to The Committee and recorded in the minutes of the next suitable committee meeting.

Where complaints relate to more serious matters, or are continued breaches of a minor nature, the Chairperson will undertake an initial investigation and report their findings to the Club Committee. In these circumstances the committee may appoint a Discipline Sub-Committee to investigate the matter and to make recommendation as to what action should be taken.

Appointing A Discipline Sub Committee

If the Club decides to appoint a Discipline Committee, they must appoint a minimum of three members, one of whom shall not be a member of the Committee.

Disciplinary Action

Following the appropriate investigation, the committee may do any or all of the following:

- Warn the player(s) or individuals concerned as to their future conduct.
- Issue a reprimand to the player(s) or individuals concerned.
- Suspend a player from training/match play for a period not exceeding 2 training/match days.
- Withdraw a player membership of the club on a permanent basis.

Equal Opportunities Policy

Wandsworth Juniors strictly adopts the Equal Opportunities Policy set out as follows by the England Netball Association:

- England Netball has an ongoing commitment to treating people fairly.

- No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of gender, 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 performance.

England Netball will:

- (a) Adopt a planned approach to eliminating barriers, which discriminate against particular groups.
- (b) Give clear guidance to individuals working within the Association, employed or as volunteers, on the commitment to equal opportunities.
- (c) Recognise its legal obligations under:

- The Race Relations Act
- The Sex Discrimination Act
- The Equal Pay Act
- The Disability Discrimination Act.
- The Equality Act

- (d) Continuously monitor and review the selection criteria and procedures in relation to participation and employment to ensure individuals are selected, promoted and treated solely on the basis of merits and abilities which are appropriate to the position.
- (e) Promote personal development for all participants, volunteers and employees to support their progress within the Association and, where appropriate, provide specialised facilities, equipment and individual training.
- (f) Fulfil its social responsibility towards its participants, volunteers and employees and the community in which it operates, ensuring that appropriate support is given during time of personal difficulties.

Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

England Netball regards discrimination, as described above, as gross misconduct and any employee of the Association, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action.

DISSOLUTION

A resolution to dissolve the club can only be passed at an AGM through a majority vote of the members. In the event of dissolution, any outstanding payments will be collected and made; any assets of the club will be distributed to a charity decided at the time by the members.

AMENDMENTS TO THE CONSTITUTION

The constitution will only be changed through agreement by majority vote at an AGM.

DECLARATION

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

