

CODE OF CONDUCT FOR NETBALL EUROPE UMPIRE TUTORS AND ASSESSORS

Introduction

Netball Europe is committed to creating and ensuring a safe, positive and respectful environment for all Learners, Tutors and Assessors in the Officiating pathway. This Code of Practice outlines the behaviour expected from all participants.

All Umpire Tutors and Assessors have an essential role in implementing and upholding this Code of Practice.

All NE Umpire Tutors and Assessors must be currently affiliated to a member country.

General Code of Conduct

1. **Selflessness** – Decisions should be taken solely in the interests of the members of Netball Europe. Decisions should not be influenced by any perceived personal benefit whether pecuniary or other.
2. **Integrity** – No member should place themselves under any obligation to outside individuals or organisations that may influence their performance of official duties. Maintaining the integrity of Netball Europe at all times is paramount.
3. **Objectivity** – Choices and decisions shall be solely based on participant performance.
4. **Accountability** – Decisions and actions are subject to scrutiny and professional accountability is required at all times.
5. **Openness** – Decisions and actions should have a clear rationale and follow a defined and transparent process that is available to all members.
6. **Honesty** – Conflict of interests should be declared as soon as they become evident. Appropriate action must be taken to resolve any conflicts in a manner that protects the participants and the integrity of Netball Europe.
7. **Leadership** – The above principles should be promoted by example.



Required minimum standards of behaviour and conduct:

- Respect the spirit of fair play in Netball. This is more than playing within the Rules: it also incorporates the concepts of friendship, respect for others and always participating with the right attitude.

Be honest, consistent, objective, impartial and courteous when applying the rules and assessment criteria.

- Respect the rights, dignity and worth of others. Show patience and understanding to those who may be learning the game.

Never publicly express criticism of the learners, other umpires, match officials or spectators.

Relationships: ensure an appropriate balance between performance and the emotional, physical, social and development needs of the participants. Respect confidentiality at all times.

- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

Never participate under the influence of alcohol or drugs.

Be prepared and be punctual.

Hold the recognised Netball Europe qualification appropriate to the nature of the activity undertaken.

Ensure that activities carried out by participants are suitable for their age, strength, maturity and ability of each individual.

Abide by the relevant 'Safeguarding best practice guidelines' for children and young persons.

Ensure the safety and wellbeing of each participant above all other considerations, including the development of performance.

- Promote the reputation of the Sport, including the International Netball Federation and Netball Europe, and take all possible steps to prevent the game from being brought into disrepute.

Accept responsibilities as a role model and set positive examples for others.

Project an image of health, cleanliness and appropriate appearance for any activity involved in.

Ensure that positions of authority are not used to exert influence over others to gain personal benefit for themselves.

Set and uphold boundaries between working relationships and friendships between themselves and participants when in a position of trust and authority.

- Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour and never use inappropriate language or gestures.

Never use foul, sexist, abusive, racist or other prejudicial language or gestures or tolerate it from others (participants, spectators).

- Comply fully with the requirements of all other polices currently in force and issued by:
 - a) Netball Europe (NE), including the Assessors Booklet, NE Tutor Award, Safeguarding and U18 Accredited Umpires
 - b) International Netball Federation (INF) including Anti-Doping and Equal Opportunities
 - c) Member Country of Appointment

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