

## CODE OF CONDUCT

### 1. OVERVIEW OF CODE OF CONDUCT

- 1.1 Volleyball England promotes a safe, engaging, fair and inclusive sporting environment for everyone who takes part or supports the delivery and development of Volleyball through adherence to the respect, good sportsmanship, high standards of behaviour and ethics.
- 1.2 This Code of Conduct sets out the standards and expectations of those in the sport of volleyball. The Code of Conduct has two sections:
  - 1.2.1 Part A - Common Standards – which apply to everyone; and
  - 1.2.2 Part B - Role Specific Standards – which apply to specific roles being carried out (e.g. coach, referee, parent).
- 1.3 Everyone is required to abide by these Codes of Conduct. In addition, we should all ensure that the Codes of Conduct are well known and promoted so that there is a culture of respect and a discrimination free environment for all to enjoy the sport.

### 2. DISCIPLINARY PROCEDURES

- 2.1 Should behaviour fall below the standards set in the Codes of Conduct this will be taken seriously and fairly handled according to our open and transparent regulations. The application of sanctions will be consistent, relevant and proportionate, as defined by our Grievance and Disciplinary Policy under which any breach or alleged breach will be investigated.
- 2.2 A copy of the Grievance and Disciplinary Policy can be accessed [here](#).

**I understand that if I fail to follow the code, Volleyball England may take action against me under the Grievance and Disciplinary Policy which may result in sanctions including fines and/or suspension.**

## **PART A – COMMON STANDARDS**

### **1. INTRODUCTION**

- 1.1 This section of the Code of Conduct applies to everyone.
- 1.2 Our Code of Conduct is applicable to all aspects of the sport and are driven by Volleyball England's Values which are:
  - 1.2.1 Connected;
  - 1.2.2 Innovative;
  - 1.2.3 Inclusive;
  - 1.2.4 Respectful; and
  - 1.2.5 Open.

### **2. COMMON STANDARDS**

- 2.1 As a member of Volleyball England, I will respect:
  - 2.1.1 the rules, regulations and requirements of volleyball;
  - 2.1.2 the rights, dignity and worth of all people involved in volleyball;
  - 2.1.3 the confidentiality and the sensitivities of information I hold;
  - 2.1.4 Volleyball England's policies and procedures and ensure I am aware of the safeguarding, diversity and equality policies;
  - 2.1.5 an individual's reputation and not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer or member of Volleyball England's staff that will bring the sport or those associated with delivering the sport into disrepute, including making comments on social media. I will respect Volleyball England's guidance, policies and requirements on the use of social media;
  - 2.1.6 the position I hold within Volleyball and always conduct myself in an appropriate manner; and
  - 2.1.7 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.
- 2.2 Volleyball is based on teamwork, therefore I will:
  - 2.2.1 not abuse or misuse any relationship of trust or position of power or influence I hold;
  - 2.2.2 be on time and ready to give my full attention to the role I am carrying out within Volleyball;
  - 2.2.3 welcome new members, volunteers, and participates; and
  - 2.2.4 comply with the anti-bullying policy and block it out charter and promote this at all times throughout the sport to ensure bullying is not accepted.

- 2.3 I recognise individuals participate in Volleyball to have fun and achieve, therefore I will:
- 2.3.1 recognise the achievements of others and share in celebrating their success;
  - 2.3.2 endeavour to ensure that all involved in Volleyball 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 or physical violence;
  - 2.3.3 challenge any form of discrimination;
  - 2.3.4 ensure that everyone has the opportunity to participate in a fair, honest environment by rejecting cheating, abiding by the Anti-Doping policies;
  - 2.3.5 display modesty in victory and graciousness in defeat; be sporting;
  - 2.3.6 refrain from arguing with an official or participant during a game and listen to and cooperate with officials' decisions; and
  - 2.3.7 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 volleyball.

## **PART B – ROLE SPECIFIC STANDARDS**

### **3. INTRODUCTION**

- 3.1 This section of the Code applies to those individuals holding specific roles within the sport of Volleyball.
- 3.2 It should be read in conjunction with Part A (Common Standards) as both sections apply to individuals holding specific roles.

### **4. COACHES**

- 4.1 The Volleyball England Code of Conduct for Coaches is based on four key principles that underpin the values and standards expected at all times. These are:
  - 4.1.1 Rights: Coaches must respect and champion the rights of every individual to participate in sport.
  - 4.1.2 Relationships: Coaches must develop a relationship with athletes (and others) based on openness, honesty, mutual trust and respect.
  - 4.1.3 Personal Standards: Coaches must demonstrate proper personal behaviour and conduct at all times.
  - 4.1.4 Professional Standards: To maximise benefits and minimise the risks to athletes, coaches must attain a high level of competence through formal qualifications and commit to ongoing personal development to ensure continuing safe and correct practice.
- 4.2 In my capacity as a coach I will therefore:

- 4.2.1 act as a positive role model for volleyball by acting in a way that projects a positive image of my role within volleyball and being fair, considerate and honest with participants, parents and officials;
- 4.2.2 create an environment where everyone can take part at their own level and I will seek to inspire and motivate each participant in line with their age, maturity, experience and ability to enable them to reach their full potential;
- 4.2.3 place the welfare and safety of the participant above the development of performance and maintain an environment free of fear and harassment;
- 4.2.4 cooperate fully with others involved in Volleyball England activities such as officials, team managers, other coaches and participants, medical staff, and representatives of Volleyball England, in the best interests of the participant;
- 4.2.5 develop appropriate working relationships with participants based on mutual trust and respect, especially with those athletes under 18 years or adults at risk;
- 4.2.6 recognise the power inherent in the position as a coach and act appropriately;
- 4.2.7 promote the concept of a balanced lifestyle, supporting the well-being of participants in and out of the sport;
- 4.2.8 communicate with and provide feedback to participants in a way that reflects respect and care;
- 4.2.9 be aware of the current national and international regulations on anti-doping in sport; educate participants on issues relating to the use of performance enhancing drugs in sport and comply with anti-doping practices, policies or procedures;
- 4.2.10 keep up to date through qualification and/or education and learning with the latest practices and developments to the level of operation required; and
- 4.2.11 comply with other relevant Volleyball England policies such as data protection and health and safety.

## 5. **OFFICIALS**

- 5.1 In my capacity as an official I will:
  - 5.1.1 work with others to ensure smooth running of competitions and events (and in particular respond within reasonable timescales to correspondence from the Hub Team, event organisers, referee co-ordinators, relevant working groups and individual clubs);
  - 5.1.2 promptly inform the relevant organisers if my availability changes or I am no longer able to fulfil relevant commitments;
  - 5.1.3 ensure I am fully aware of and comply with any processes relevant to a particular competition (e.g. NVL rules/submission of match reports etc);
  - 5.1.4 officiate in a totally unbiased manner, making all decisions based only on the evidence presented and without reference to any incidents

- which may have occurred at an earlier date. At all times, referee within the true spirit of the game and not only to the simple letter of the laws;
- 5.1.5 be representing Volleyball England from the moment of arrival at a venue until the point of departure, and will deal with all participants (players, coaches, volunteers and spectators) showing respect. I will keep social contact with players and coaches before and after a match to a minimum;
  - 5.1.6 respect other officials and ensure I make no comments (publicly or otherwise) that may be deemed likely to cause offence or be detrimental to the reputation of others;
  - 5.1.7 be registered with Volleyball England as an official, and ensure that I at all times support the endeavours of Volleyball England and support its official events and competitions in priority to other competitions and events. I will not act as an official representing Volleyball England outside of England without permission from the Officials Group Lead;
  - 5.1.8 as an official, ensure that I have a current understanding of the application and interpretation of the official rules of volleyball based on FIVB and Volleyball England guidelines;
  - 5.1.9 ensure that I am committed to continued professional development of my knowledge and skills through formal training, practical assessment and reviews of performance.

## 6. **VOLUNTEERS**

- 6.1 In my capacity as a volunteer I will:
  - 6.1.1 be a positive role model for volleyball by acting in a way that projects a positive image of my role within volleyball and being fair, considerate and honest with participants and officials;
  - 6.1.2 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 where appropriate;
  - 6.1.3 ensure that I follow instructions and comply with all health and safety regulations that apply to the role I am undertaking;
  - 6.1.4 promote and embed the Volleyball England values, aims, objectives and policies.
- 6.2 In my capacity as a Volleyball England Board member or a member or a sub-group, working group, regional or county committee (as appropriate) I will also:
  - 6.2.1 act only in the interests of Volleyball England, the region or the county association (as appropriate);
  - 6.2.2 establish and maintain robust and comprehensive governance processes and regimes, that reflect those of Volleyball England;
  - 6.2.3 actively contribute to the effective work of relevant group I volunteer on by:
    - (a) preparing and reading of all papers circulated prior to meetings;

- (b) ensuring regular attendance, participation and contribution at meetings, including constructive challenge;
  - (c) ensuring timely response to agreed actions, requests for information and guidance;
  - (d) attending the AGM/EGM and Volleyball England events as and when required;
  - (e) deal with issues of clarification 'offline' before meetings in order maintain a sharp focus on agenda items during meetings to ensure that meetings run to time and time is fully utilised;
- 6.2.4 attend relevant training events and take reasonable steps to ensure awareness of internal and public policy, statute and other issues that may affect the work of Volleyball England;
- 6.2.5 seek positive and constructive resolution to those issues where differences in opinion exist, and where a vote is taken accept the decision of the majority;
- 6.2.6 respect the office of Chairperson;
- 6.2.7 observe the highest ethical standards of impartiality, integrity and objectivity in relation to the stewardship of public funds and management and maximise value for money through ensuring that services are delivered in the most economical, efficient and effective way within available resources and budget;
- 6.2.8 notify the Chairperson of my group or Volleyball England CEO should my personal circumstances change and a conflict develops or I am charged or convicted of a criminal offence which would result in me not being a fit and proper person to hold my position within volleyball;
- 6.2.9 at all times act as an ambassador and advocate for Volleyball England promoting the organisation's key messages and always presenting the sport and its people in a positive light and
- 6.2.10 respect confidentiality and not pass any information gained through my involvement with the Board, Sub or Working Groups to a third party without approval of the chairperson.

## 7. **PLAYERS**

### 7.1 In my capacity as a player I will:-

- 7.1.1 make every effort to develop my own sporting abilities, in terms of skill, technique, tactics and fitness;
- 7.1.2 always do my best and maintain a positive attitude which promotes volleyball in a positive way and sets a positive example for others;
- 7.1.3 endeavour to be an ambassador of the sport of volleyball including where expressing a public opinion on the game or others involved in it;
- 7.1.4 know and abide by the rules, regulations and spirit of the game and any specific competition rules;
- 7.1.5 resist all temptation to take banned substances;
- 7.1.6 always treat opponents, officials and spectators with due respect, irrespective of the result of the match.

## 8. **PARENTS/CARERS**

### 8.1 In my capacity as a parent/carer I will:-

- 8.1.1 be a positive role model to my child by helping them work towards skill improvement and good sportsmanship at all times;
- 8.1.2 encourage my child to play within the rules and respect officials' and coaches' decisions;
- 8.1.3 support my child's efforts and performance, give positive comments that motivate and encourage continued effort and learning;
- 8.1.4 always treat opponents, officials and spectators with due respect, irrespective of the result of the match;
- 8.1.5 promote this code of conduct to other parents, carers and supporters;
- 8.1.6 be aware of Volleyball England's safeguarding policy and ensure that any concerns are reported to the safeguarding officer at you club or Volleyball England's Lead Safeguarding Officer;
- 8.1.7 not:
  - (a) pressure my child in any way; I know that this is their sport not mine;
  - (b) use inappropriate language or harass athletes, coaches, officials or other spectators;
  - (c) criticise or ridicule my child for making a mistake or losing after the game;
  - (d) force my child if they are unwilling to participate in the sport;
  - (e) use Social Media to bring the game into disrepute or make an inappropriate comment about an athlete, coach, official, volunteer or member of Volleyball England staff.

## 9. **SPECTATORS**

### 9.1 In my capacity as a spectator I will:-

- 9.1.1 support and encourage all participants in a positive manner, helping to create an enjoyable and safe environment for everyone;
- 9.1.2 show appreciation for good play from both teams and recognise the effort and development of all young people involved;
- 9.1.3 respect the decisions of officials and coaches, understanding that they work to ensure fair play and the welfare of participants;
- 9.1.4 treat all players, coaches, officials, volunteers, parents and other spectators with courtesy and respect, regardless of the result;
- 9.1.5 promote and uphold this code of conduct to other spectators, helping maintain a positive culture;
- 9.1.6 be aware of and support the safeguarding policies of the club and governing body, reporting any concerns to the club welfare officer or Lead Safeguarding Officer as appropriate;
- 9.1.7 not:

- (a) engage in behaviour that demeans, intimidates or undermines players, coaches, officials or fellow spectators;
- (b) use offensive, aggressive or inappropriate language at any time;
- (c) ridicule or criticise any players for mistakes, performance or the outcome of the match;
- (d) attempt to influence the play, coaching decisions or officiating during the activity;
- (e) use social media or digital platforms to bring the game into disrepute or make inappropriate or harmful comments about any individual involved in the sport.