



Netball North West Regional Board – Clarification on the Disciplinary Process August 2015

Introduction

Since the introduction of the England Netball Disciplinary process in 2013 there have been a number of enquiries from members in the North West seeking clarification on the process. This document aims to clarify what constitutes a disciplinary matter and signpost to relevant actions. For any complaints, grievances or disputes that do not fall under the Disciplinary Regulations and Procedures, these should be signposted to the relevant Club / League / County Local Policies and Procedures.

This document aims to provide clarity across the following four areas:

1. What is the Disciplinary Regulation about and what constitutes a Disciplinary Matter
2. Where all the information is to help members learn more
3. Process to become part of the Disciplinary team
4. Update on refresher training and process for existing panel members and mentors

1. What is the Disciplinary Regulation and what is a Disciplinary Matter *(taken from England Netball Disciplinary Regulations – which were updated February 2015).*

1.4 The Disciplinary Regulations apply only to Disciplinary Offences and not to more general dissatisfaction, complaints, grievances and disputes, for which there are alternative procedures.

1.5 The Disciplinary Regulations do not apply to persons employed or holding any other form of contract with a separate mechanism of recourse linked to that contract when they are acting under that contract. This mechanism will take precedence over these Disciplinary Regulations. Those engaged by EN whether on full time, part time or zero hour (eg coach assessors) contracts are subject to a separate disciplinary procedure when undertaking these duties. However, if an employee is acting in a voluntary capacity, they must comply with the same Codes of Conduct, policies and procedures as other volunteers.

Disciplinary Matter means inappropriate, incorrect, improper or unlawful conduct, any breach of the Disciplinary Regulations, the rules, regulations, codes, bye-laws, policies or license schemes imposed by England Netball on any Member from time to time, or any conduct which is detrimental to the interests of the Sport. *More information can be found in section 3 of EN Disciplinary Regulations.*

Grievance means an informal expression of dissatisfaction with the actions or behaviour of a Member or Connected Participant. The individual raising the Grievance will not wish to follow formal Disciplinary Procedures for the grievance but wants to resolve the situation informally. Procedures for informal resolutions of grievances are not set out in the Disciplinary Regulations and will be left to the discretion of the organisations or individual receiving the grievance. *More information can be found in section 5 of EN Disciplinary Regulations.*

If as an England Netball Member you feel your disciplinary issue meets the Disciplinary Offences outlined in section 3, the complaint should be emailed to the Regional Disciplinary Secretary, Mary Slade (mary.slade@netballnorthwest.co.uk), within 7 days of the matter arising. . More information about making complaints is also detailed in section 12 of this document.

It is a requirement of the membership for all Counties to have a Disciplinary Secretary and a Complaint to the County can't be processed by the Region. England Netball assist Counties to find a Disciplinary

Secretary on a case by case basis where required. Greater Manchester have a Disciplinary Secretary in place but are the only county in the North West to have this.

2. Where is all the information to help members learn more?

In February 2015 England Netball launched a new section on their website that covers all relevant information. This is part of their 'Make the Game' section of the website and can be found via the following link: http://www.Englandnetball.co.uk/make-the-game/ENjoy_ENsure_ENtrust

3. Process to become part of the Disciplinary team

For anyone wishing to be involved in a panel who has not been involved before there is an online training video available accessed via the England Netball website <http://compliancevideos.Englandnetball.co.uk/> (approx. 25 minutes long) and a case study available to where you can apply your principles of learning.

Once completed you would contact the Regional Office (northwest@Englandnetball.co.uk) or the England Netball Compliance and Inclusion team (compliance&inclusion@Englandnetball.co.uk) for the contact details of a mentor who will work through the case study with you and assess your suitability to be added to the pool of England Netball Disciplinary Register volunteers.

4. Update on refresher training and process for existing panel members and mentors

County Chairs received an update from the North West Regional Chair regarding the new Disciplinary Regulations Training on 2nd July 2015. For information on who your County Netball Chair is visit: <http://www.netballnorthwest.org.uk/> click on your county logo at the bottom of the website).

Within the 2nd July update it was stated that should any existing Panel members wish to continue their roles new training will need to be attended (which is a requirement after two years), you are welcome to log on and go through the webcast but there will be no discussion with a mentor.

The hope is that this will be suitable to use as refresher training which all Panel members are due to complete from the autumn (September - December 2015). This is likely to use group discussion rather than a mentoring process and will involve the Regional Disciplinary Secretary.

Summary

This document aims to help provide members in the North West clarity around the recurring queries we receive about the Disciplinary process and information.

In the North West we are continually trying to raise the profile of Netball across the Region and ensure members are aware of the key processes and protocols as well as where relevant information to help make things easier/ clearer.

If you have any ideas or feedback on how we can do this please contact either Shirley Veevers (Chair - shirleyveevers@aol.com) or Imogen Greatbatch (Vice Chair – imo_williams@hotmail.co.uk) who will take on board your feedback.