

HERTFORDSHIRE COUNTY NETBALL LEAGUE – 2019/2020 SEASON

RULES & CONSTITUTION

CONSTITUTION

1. The league shall be called "The Hertfordshire County Netball League".

2. Officers: who will be affiliated to the England Netball (EN)

(a) Chairman

(b) Fixture Secretary

(c) League Secretary

(d) Treasurer

(e) Umpiring representative

(f) Coaching representative

(h) Equity and Safeguarding Officer

3. Subscriptions:

The subscription shall be £15 per team per annum for teams who pay their subscription on the night of the AGM. Those who do not pay at this time will be charged £20 per team.

Court fees for the central venues are payable by all teams, half yearly in advance. Amounts to be paid, to be issued by the League Treasurer, as agreed by the League Committee.

4. Committee:

The Committee shall be formed of the Officers of the League and ONE (1) VOTING Representative from EACH TEAM. If necessary, proxy vote may be used. Quorum to be 30.

5. AGM / HALF WAY MEETING:

In order to qualify for ENTRY into the forthcoming Season on your end of season placing, ONE (1) VOTING Representative from EACH TEAM MUST BE PRESENT at the AGM.

The penalty for any team not represented will be DEMOTION by ONE (1) Division in place of the bottom placed team(s) in that Division, except in the case

of the lowest Division where they will be required to compete in the Qualifying Tournament (see 8 and Qualifying Tournament Rules).

Each CLUB must be represented at the HALF WAY MEETING. Any CLUB not represented will be deducted 5 points from each TEAM belonging to that CLUB.

6. EXTRAORDINARY GENERAL MEETING

An Extraordinary General Meeting shall be convened by the Honorary Secretary:-

a) by order of the Committee

b) at the request, in writing, of four affiliated clubs or educational institutions. The requisition in this case must be signed by an official of each club or educational institution.

Each requisition for an EGM must be made, in writing, to the Honorary Secretary and must state the purpose for which a meeting is required and shall set out, in full, any resolution which it is desired to propose.

The meeting shall be held within 60 days of receipt of the requisition by the Honorary Secretary and 30 days notice of the meeting and of any resolution proposed shall be given to every member entitled to vote.

7. No alterations shall be made in the Constitution except at an AGM or EGM. Any suggested amendments MUST be sent to the LEAGUE SECRETARY IN WRITING AT LEAST ONE (1) MONTH BEFORE THE MEETING. A majority of 2/3 will be necessary to pass any such amendments.

8. Promotion & Demotion Process of the League:

As stated above (see 5), if any team(s) fails to attend the AGM they will be DEMOTED One (1) Division in place of the bottom team(s) in that Division, based on their end of season placing.

The last and second to last placed teams in a Division will change with the 1st and 2nd placed teams of the Division below, except in the case of the lowest Division. Here the last and second to last placed teams shall take part in a Qualifying Tournament (please refer to Qualifying Tournament Rules) with the top team of each Local League, to decide these places for the next season.

In the event that a team withdraws from the League, either during or at the end of the season, they will be deemed to be the last placed team in that Division for the purposes of demotion and promotion. They shall similarly be placed last in all lower Divisions until they are demoted from the lowest Division.

A club may not have more than two teams per division in the Herts County League per season. The promotion and relegation of teams will take this rule into consideration when determining composition of divisions. (Please refer to Appendix 1 at the end of this document).

ERNL Promotion and relegation in Herts County Netball League.

The winner of the 1st Division will go forward to the ERNL play offs. If successful, all teams will move up one position. If not successful, the team will revert back to the 1st Division top place. Note that the ERNL may be willing to consider a League runner-up if the 1st team does not wish to proceed to the play-offs, but this is a Herts County Netball_League decision. If relevant, a team relegated from ERNL will be placed in the 1st Division and all other teams will move down (this will be a maximum of two teams).

If a team decides to withdraw from the ERNL for any reason, they are not automatically allowed a position within the Herts County Netball League.

9. Play shall be to the current Rules of England Netball and in line with England Netball (EN) Code of Conduct (Appendix 2).

10. Duty of Care

The League accepts the principles and core values of the England Netball (EN) Duty of Care guidelines.

There must be a signed agreement completed for each game by both teams for any video/photography to take place. Form has to be signed by both umpires prior to the game and completed form to be sent to the Fixture Secretary with result sheet.

11. In the event of the dissolution of the League, all monies shall go to the Hertfordshire County Netball Association.

12. All Officers and members of the Committee shall be indemnified by the league against all costs and losses which they may incur or sustain in relation to the execution of their duties of their offices, or by reason of any duty performed for or with the authority of the Committee.

13. Equity Policy Statement

This League 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, recognizing 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.

... The League respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability,

gender, race, ethnicity, religious belief, sexuality or social/economic status.

... The League is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

... All League members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

... The League will deal with any incidence of discriminatory behaviour seriously, according to league disciplinary procedures.

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RULES

1. The League will consist of:

<i>Division One</i>	:	<i>10 teams</i>
<i>Division Two</i>	:	<i>10 teams</i>
<i>Divisions Three</i>	:	<i>10 teams</i>
<i>Division Four</i>	:	<i>10 teams</i>

Or as deemed appropriate to the number of entries to the league in each relevant season.

2. The League will play all matches at two indoor central venues, so no Home and Away rules apply. Games will be 4 quarters of 15 minutes with a half time of no more than 5 minutes. No time will be allowed for lateness. If a team fails to be on court and ready for play at the assigned game time, then the team present may claim the points, i.e. 5 points and 10 goals to be awarded to the non-offending team, 0 points and minus 10 goals to offending team.

Results MUST be sent IN WRITING, preferably on the official Score Card provided, complete with Players and Umpires signatures, by the Winning team to the FIXTURE Secretary within ONE Week from the date of the game being played. In the event of a Score Card not being received within one week, Proof of Postage MUST be produced for that result to stand. Otherwise points for a DRAW will be awarded (No Goals).

3. (a) Cancellations will only be allowed for:

- (i) Extreme weather conditions (snow, fog or ice).

All games (indoors) will continue to be played unless extreme weather conditions mean that driving to central venue is dangerous.

- (ii) Any request for a cancellation shall be made to the opposing team and the Fixture Secretary at least 2 weeks before the scheduled fixture date. All cancellations shall be notified to the League Secretary.

All possible efforts will be made by the Fixture Secretary so that no fixture will clash with any other Team/Player netball commitments.

- (b) If a team concedes a fixture they will concede 5 points, (-5), non-offending team awarded 5 points and 10 goals for, offending team 10 goals against.
- (c) In the event of an abandonment of a game in progress due to injuries, leaving a team with less than 5 players, teams concerned are to arrange to replay the game at a mutually convenient date, via the Fixture Secretary.

- (d) If a team wishes to abandon a game in progress, due to injuries, whilst still officially having enough players to continue (i.e. 5 or 6) non-offending team to be awarded points, goals to stand and offending team no points deducted.
- (e) In the event of an injury during an indoor game, where a player cannot be moved and the game cannot be completed within the allocated time, the following will apply:
- If more than 3/4 (three quarters) of the game has been played, the result will stand
 - If less than 3/4 (three quarters) of the game has been played, the match will be abandoned and replayed.

The Fixtures Secretary will be responsible for organising the date and time of the rearranged match.

4. Officials:

4.1 Umpires

(i) **Division 1**

Neutral umpires will be allocated to all Division 1 games. In the event of an assigned umpire being unavailable, a reserve umpire will be allocated to the game.

All umpires used in the neutral allocation will be a minimum B umpire or a C umpire who is working towards the B award within the Hertfordshire mentoring programme, **who has successfully completed an assessment. (OTG to advise Herts County Netball League of eligible umpires).**

Where an umpire has received 2 match observations, which are below the recommended level, the Officials Technical Group (OTG) will be informed. The OTG will notify Herts County Netball League who will decide if that umpire can continue to umpire in Div 1.

(ii) **Division 2, Division 3 and Division 4**

Division 2

Both teams must provide a qualified umpire who shall be a minimum B award umpire, or a C umpire who is working towards the B award within the Hertfordshire mentoring programme. (OTG to advise Herts County Netball League of eligible umpires).

Division 3 and Division 4

Both teams must provide a qualified umpire who shall be a minimum C award umpire.

All Matches will be played with Neutral Umpires.

The 1045 game will provide an umpire for the **09:30 game**; **12:00 game** will provide an umpire for the **10:45 game**; **13:15 game** will provide an umpire for the **12:00 game** and the **14:30 game** will provide an umpire for the **13:15 game**. **09:30 game** will provide an umpire for the **14:30 game**. No Umpire shall umpire for their club.

Team will contact their umpire 48-96 hours prior to the game and retain written confirmation to include date, time and name of the umpire.

A team who fails to provide an umpire of the correct standard for their allocated game will automatically forfeit 5 points and goals stand.

If an umpire is available on the sidelines and is fit and able to umpire regardless if they are neutral or not then they will umpire and the game will continue.

If there is no umpire available then the game will be rescheduled at the expense of the offending team.

- (iii) After any match, a team (i.e. a team with 7 players and an umpire) found not providing a suitably Qualified Umpire for their allocated game, will FORFEIT FIVE (5) points.
- (iv) **Any Division**
The umpire representative will arrange that all umpires that are active and umpiring in all divisions, will have at least 2 observations on their matches by qualified mentors during a season.

Any umpire who continues to be active but is not observed on the allocated dates, will be match observed with no pre warning given. This will be completed by a qualified mentor.

If there is a concern with the standard of a match official (includes umpire, coach and Team manager/bench), details/complaints are to be sent to the Committee via the website.

Upon receipt of a complaint (within 7 days of the match), a copy of this complaint will be sent to both umpires and both team contacts to respond in writing within 5 days.

Whilst waiting for these reports regarding this complaint, 3 members of

the Committee (Chairman, Umpiring Representative and Fixtures Secretary) if felt that suspension is necessary (breach of health and safety for any individual involved in the match), have the authority to suspend the match official in question. In such cases the disciplinary procedure in section 12 will be followed.

For all other complaints, once the investigation has been finalised and a decision has been made, the Committee's findings will be sent to the relevant parties and logged (and if felt required a copy sent to the OTG).

If during that season, two further complaints are received from two other clubs (therefore three complaints from three different clubs in total), regarding the match official in question, they will automatically be suspended. This will then be referred to the Disciplinary Committee as per section 12 (Disciplinary procedure) which will include a member of the OTG. The suspension will stand until a decision is made by the Disciplinary Committee or Appeal Committee if required.

An umpire should not umpire more than two games within one day with a suitable break between umpiring games. A player/umpire should not play before they umpire, unless there is a suitable break between these games.

To ensure all parties involved in Herts County Netball League are up to date with guidance and management of the game, ALL Herts County Netball League umpires MUST attend a Game Management session biannually. Any new umpire or an umpire from outside of the county, must provide evidence to The Herts County Netball Umpiring Secretary, that they have attended a Game Management session, prior to umpiring in the Herts County Netball League.

4.2 Scorers/timekeepers

There shall be 2 scorers for each game working together. They will record each goal scored for each team as they are scored and they will call the centre pass if appealed to by an umpire. They will also time the game and monitor stoppages for injury. Scorers will have no further input with the game and will remain neutral.

Each team must provide a scorer to score their own game. If no scorer is present the team who arrives without a scorer must drop a player.

The scorers will be dependent on the electronic scoreboard supplied by the venue. They are required to complete a team sheet and score card to be submitted to the Fixtures Secretary as per Rule 2.

4.3 Primary Carers

Players need to be aware of the duty of the Primary Carer. Before players take to court they must declare to the umpires who their team's Primary Carer is. The Primary Carer is the person who goes on court to deal with an injury. The Primary Carer should have basic First Aid Knowledge. It is recommended that each team nominates a Primary Carer in their team in preparation for future rules which govern this.

5. Scoring: Points to be awarded as follows:

5 points for a WIN

3 points for a DRAW

2 points for coming within 5 goals of the winning team (e.g. 40-35 = 1 point, 40-36 = 2 points).

1 point for more than 50% of winning team (e.g. 50-26 = 1 point, 50-25

No points)

In the event of a tie for the Winners of the Division, or for bottom positions, it shall be decided on Goal Difference.

6. Players:

(a) To be eligible for the Herts County Netball League, all players must hold an active membership to EN and Hertfordshire County.

(b) Only two players can in one season play "Down", for one team. They will remain in that lower team for the rest of the season and no longer be allowed to play for the higher team

No player may play down in the last two matches of a season.

The FIXTURE SECRETARY and LEAGUE SECRETARY MUST BE NOTIFIED IN WRITING BEFORE THE MATCH.

Any Herts County Netball_League player who has court time in the higher divisions more than twelve (12) quarters will be ineligible to play in the lower team for the rest of the season. Score cards must have the amount of quarters a players has played up, otherwise deemed as having player four (4) quarters.

If a team plays a player "up" or "down" from a lower/higher placed team in the Hertfordshire League, **this must be stated alongside the relevant player's signature on the score card and the team that player normally plays for MUST be stated.** If an "upgraded" player normally does not play in a Hertfordshire League team but in a "Local League"

team, **this must be stated and the league concerned should be noted also.**

- (c) The EN Personal Accident insurance cover excludes any loss or expense due to pregnancy, childbirth, miscarriage or any consequence thereof if, for example, a member who is pregnant is involved in an accident not related to the pregnancy, subject to the conditions of the policy, the relevant benefits would be payable. However, if any situation (such as hospitalisation) was prolonged as a direct result of pregnancy, pregnancy complications or even early childbirth, then this portion of the claim would not be covered.
- (d) Any player wearing an adornment for medical reasons **MUST** provide a medical certificate prior to the game for umpires to clarify.
- (e) A player may change clubs within the League once only in one season providing:
 - a. They have the agreement of both clubs.
 - b. They notify the league (Fixture Secretary) in writing two (2) clear days before appearing for their new club.
 - c. They re-register with their new primary club.
 - d. That two (2) clear week-ends elapse between club appearances.
- (f) Herts County Netball League will not be open to the named 8 players registered with the Premier League or any Regional League. The 8 named players registered to Premier or any Regional League will not be able to play down. Regional players outside of the East region are not eligible to play in the Herts County Netball League.

For Herts County Netball League, any other player who subsequently has court time in the Regional or Premier league in more than twelve (12) quarters will be ineligible to play in the Herts County Netball League for the rest of the season. Teams playing players subject to this rule will be deemed to be playing an illegal player and will be subject to deductions as determined by the rule 6.g.

Any Herts County Netball_League County Clubs with teams playing in the Premier or Regional League must send in a Copy of the result sheet within seven (7) days of the fixture to the Fixtures Secretary, showing players and quarter breakdowns after each League match to monitor eligibility. Failure to comply with this aspect of the regulations will incur a warning then a point deduction for each team of the Club within the Herts County Netball league.

- (g) If a team uses an illegal player or a regional player the penalty will be:
 - (i) If the offending team wins, the offending team will **FORFEIT FIVE (5) points and 10 goals** against, the non offending team will be

awarded FIVE (5) points and 10 goals for.

(ii) If the non offending team wins, the offending team will FORFEIT FIVE (5) points and goals stand, the non offending team be awarded FIVE (5) points and goals stand.

(h) All players must be 14 years old and over or a member of a County or Regional Academy.

7. All Netball teams in the Herts County Netball League MUST name a minimum of 7 players PRIOR to the FIRST MATCH of the Season and these names, with their signatures and EN membership numbers (affiliation numbers), MUST then be sent to the FIXTURE Secretary. Any team who plays their first League fixture **BEFORE** naming their players in writing, with signatures where possible, to the FIXTURE Secretary will CONCEDE that fixture, therefore conceding five (-5) points and 10 goals against. This will also apply to each subsequent fixture played until that team has named its players in writing, with signatures and affiliation numbers where possible, to the FIXTURE Secretary.

Any team who wishes to add players to their squad after the start of the season must:

- (a) ensure the player holds an active membership to EN and Hertfordshire County.
- (b) write to the FIXTURE Secretary (copy to League Secretary), **preferably before the first game that the new player takes part in**, with details of the player's name, EN membership (affiliation) number, primary club and obtain their signature onto this letter, or attachment to it.

This will then be added to that team's list of players for that season.

If new additions are made to the team at short notice due to unforeseen circumstances, Team Captain or Secretary **must** write ASAP after the fixture, sending in details with the score card.

If signatures of new players or those playing up/down are not legible, **THEY MUST PRINT THEIR NAME ALSO** alongside the signature.

- (c) If a team uses an unnamed player the penalty will be:
- (i) If the offending team wins, the offending team will FORFEIT FIVE (5) points and 10 goals against, the non offending team will be awarded FIVE (5) points and 10 goals for.
- (ii) If the non offending team wins, the offending team will FORFEIT FIVE (5) points and goals stand, the non offending team be awarded FIVE (5) points and goals stand.

8. Any player, who receives three (3) suspensions within a season, will receive a one match ban.
9. Matches in the first half of the Season to be completed by 31st JANUARY, except in the case of Rule 3(a). A Half Way Meeting will be held after this date. The LAST PLAYING DATE shown on the fixture list will determine the END OF SEASON, except in the case of Rule 3(a). No games shall be played after the End of the Season unless permission is given by the League & Fixture Secretaries.
9. In the event of any disagreement amongst the Clubs, the LEAGUE Secretary will act as mediator.
10. No alterations shall be made to the Rules except at an AGM or EGM. A majority of two-thirds (2/3) will be necessary to pass any such change.

11. Appeals Committee

In the event of any disagreement which cannot be agreed by the League Secretary to the satisfaction of the parties involved, they have the right to refer the matter to an Appeals Committee. A request for the Committee to sit must be made **in writing** to the League Secretary (copy to Chairman) as soon as possible, with full details of the incident/matter involved if this has not already been done. The Appeals Committee will then be called together where they will discuss the matter concerned and come to a decision, **which shall be final**. The decision will be made available in writing to all parties concerned as soon as possible after the meeting. The Appeals Committee shall comprise: - Chairman, League Secretary, Fixture Secretary, Treasurer, Umpiring Representative and Coaching Representative. In the event that any of the above members of the teams are involved in the dispute, replacements, who shall be impartial, shall be nominated to sit on the Committee by another member of the Committee not involved in the dispute.

12. Disciplinary Procedure

The League Committee shall have the power to discipline any League members or match officials in Herts County Netball league matches, who have been in breach of the EN code of conduct (Appendix 2).

The power to discipline shall include the power to suspend or remove a member from membership of the league.

Discipline shall only be administered after the following procedures taken place:

Notification in writing will be requested from all parties involved in an incident, describing their actions and events.

All paperwork must be circulated to members of the Disciplinary Committee before a meeting takes place.

All persons involved in the incident must be invited to the Disciplinary Meeting to give evidence.

The League Committee shall appoint a Disciplinary Committee consisting of two League Officers and one Honorary Officer of the County Committee.

A member who has been the subject of disciplinary action by the Committee has the right to appeal to an Appeal Committee.

It shall consist of three Honorary Officers who have not served on the Disciplinary Committee concerned with the subject of the Appeal.

The Appeal Committee may affirm, vary or rescind any action decided by the Disciplinary Committee or substitute any other decision, as it considers appropriate.

All paperwork must be circulated to members of the Appeal Committee before a meeting takes place.

All persons involved in the incident must be invited to the Appeal Meeting to give evidence.

Arrange a date and venue convenient to all concerned for the hearing.

The Appeal Committee decision will be final.

Complaints must be made within seven days of the match, and where possible dealt with by the Committee as per described in section 4.1 (vii).

Any player or coach sent off during or after a match, will receive an automatic one match ban, in addition to any further reprimand as a result of further investigation of the incident(s). Upon the receipt of a second one match ban within a season, their team will also FORFEIT FIVE (5) points.

Any Spectators sent off during or after a match, will result in all of that team's spectators receiving an automatic one match ban, in addition to any further reprimand as a result of further investigation of the incident(s). Upon the receipt of a second one match ban within a season, their team will also FORFEIT FIVE (5) points.

Guidelines in the event of injury

Injury time – please refer to Rule 9.3.1: Injuries, Illness or Blood in the EN rule book.

Notwithstanding the EN rule (9.3.1) regarding injury time, the safety and welfare of the injured player must take priority.

- Do not move the injured player unless they feel able to do so.

If, due to a player being seriously injured, the game is significantly delayed or other players have to accompany the injured player for treatment, then the two captains should decide whether it would be more appropriate for the game to be replayed. As a generality a delay of less than 15 minutes should not result in a replay.

Don't forget to warm up before restarting. Up to five minutes should be allowed for this.

Summary of Rules Penalties

Rule & Description	Offenders Penalty	Non-Offenders Award
2. Failure to take to the court...	0 Points and -10 goals	5 Points and +10 goals
3.(a). Cancellation for weather	Rearrange	Rearrange
3 (b) Cancellation prior to fixture	- 5 points and -10 goals	5 Points and +10 goals
3(c) Abandoned due to injury & less than 5 players	Replay	Replay
3 (d) Abandoned due to injuries. 5 plus players	0 points and goals stand	5 points and goals stand
4.1 (iv) Division 2, 3 and 4 failure to provide an umpire for their allocated game 4.1 A team whose Umpire umpires for their own club	-5 points and goals stand	-
6 (e) Regional League Players if offending team wins	-5 points and - 10 goals	5 Points and +10 goals
6 (e) Regional League Players, if non offending team wins	-5 points and goals stand	5 points and goals stand
6 (f) Illegal Player, if offending team wins	-5 points and - 10 goals	5 Points and +10 goals
6 (f) Illegal Player, if non offending team wins	-5 points and goals stand	5 points and goals stand
7 (c) Un-Named Players, if offending team wins	-5 points and - 10 goals	5 Points and +10 goals
7 (c) Un-Named Players, if non offending team wins	-5 points and goals stand	5 points and goals stand
8. Player receiving 3 suspensions within one season	Player 1 match ban	-
12. Player, coach or spectators sent off during a game.	1 st occurrence: 1 match ban for the player, coach or spectator 2 nd occurrence: - 5 points.	-

HERTFORDSHIRE COUNTY NETBALL LEAGUE
QUALIFYING TOURNAMENT
RULES & REGULATIONS

1. The Herts County Netball Qualifying Tournament is open to all Local League team who are winners or runners up if winners decline
2. The 2 bottom placed teams from the lowest division of the Herts County Netball League will enter the qualifying tournament.
3. Players must have played a minimum of 9 quarters for Herts County Netball league teams or in the local leagues, 2 games for the team taking part in the Herts County Qualifying Tournament, during the current season to be eligible.
4. Players must be a member of EN.
5. Players from Herts County Netball League must not have played more than a total of 12 quarters within their higher club team within the Herts County Netball League or for a team in the Regional or Premier League.
6. Local League Players must not have played more than a total of 12 quarters for a Herts, Regional or Premier League team
7. The top two teams from the tournament will enter the Herts County Netball Leagues into the Lowest Division.
8. The Tournament will be played under current EN Rules, except no 17 and this set of rules and regulations.
9. Neutral A or B umpires will be provided
10. ALL TEAMS TO PROVIDE A SCORER
11. NO Jewellery to be worn, except Wedding Rings & medical bracelets that must be taped. Any player wearing jewellery or gloves without a Doctor's certificate will not be allowed to play.
12. Finger nails will be SHORT
13. Bibs marked both back & front to be worn, and a regulation size 5 Netball (Identifiable) to be used.
14. Games will be 10 minutes each way, 2 Minutes at half time, 5 minutes between games, (may change depending on number of teams entering)
15. Games will start & finish on the umpires whistle
16. Captains will toss for centre pass/ends before each game and notify the umpires accordingly
17. No injury time
18. Both Captains should agree the final score and sign the score card before the Winning Captain brings both score cards to the score table.

Appendix 1: Scenarios for promotion/demotion of teams if a club has more than 2 teams in a division

Point 8 of the constitution states “A club may not have more than two teams per division in the Herts County Netball League. The promotion and relegation of teams will take this rule into consideration when determining composition of divisions.”

Therefore the following scenarios could occur:

Positions at end of season Herts League			Team from the same club being Relegated to Div with 2 teams			Positions at end of season Herts League			Team from the same club being Promoted to Div with 2 teams		
Div 1	Div 2	Div 3	Div 1	Div 2	Div 3	Div 1	Div 2	Div 3	Div 1	Div 2	Div 3
1	11	21	1	9	16	1	11	21	1	11	19
2	12	22	2	10	20	2	12	22	2	12	20
3	13	23	3	13	23	3	13	23	3	13	22
4	14	24	4	14	24	4	14	24	4	14	23
5	15	25	5	15	25	5	15	25	5	15	24
6	16	26	6	17	26	6	16	26	6	16	25
7	17	27	7	18	27	7	17	27	7	17	26
8	18	28	8	19	28	8	18	28	8	18	27
9	19	29	11	21	E1	9	19	29	11	21	E1
10	20	30	12	22	E2	10	20	30	12	23	E2
			10 Relegated from div 1, 16 relegated to Div 3						13 & 16 Remain in the division 22 not able to be promoted		

Appendix 2: Herts County League & England Netball Codes of Conduct (as endorsed by Herts County Netball)

Please note for the current version please refer to the England Netball Website
(https://englandnetball.co.uk/Conduct_and_Disciplinary_Regulations)

Our Codes of Conduct require the highest standards of conduct from everyone involved in netball to ensure that their behaviour and actions meet the values and standards expected at all times.

Everyone must conduct themselves in an honest, fair, impartial and transparent manner.

Our Codes of Conduct are applicable to all aspects of the Sport and are driven by England Netball's Values (Respect, Teamwork, Achievement and Fun) and the Guiding Principles.

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. Endeavor 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 participant 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 endeavour to abide by this code of conduct and promote it to others.

I understand that if I fail to follow the code, 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.

Code of Conduct for: All Volunteers participating in Netball

Includes Assessors, Coaches, Club Safeguarding, Officers Mentors, Table Officials, Teachers, Team Managers, Testers, Trainers, Tutors, Umpires and Verifiers

The Code of Conduct state the values and standards expected at all time. In addition to these, when in my capacity as a coach, umpire, table official, team manager, teacher, tutor, assessor, tester, trainer, verifier, mentor or volunteer, **I will also:**

1. 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

2. 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
3. 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
4. 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
5. 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
6. 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
7. 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
8. Be mentally and physically fit to carry out my role within netball
9. 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
10. 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, 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.

Code of Conduct for: England Netball National Groups, Committees, Regional Board Members, County Board Members and Regional and County Committee Members

The Code of Conduct states the values and standards expected at all time. In addition to these, when in my voluntary capacity as a member of the National Group, Committee, Regional and County Board/Committee/Group, **I will also:**

- 1 Promote and embed the England Netball group, Regional and/or County values, aims and policies
- 2 Act only in the interests of England Netball, the Region or the County, and not on behalf of any constituency or interest group; the knowledge and understanding that

each Board or committee member brings from their own experience is highly valued but Board and committee members are not permitted to act as representatives of any constituency or interest group

- 3 Establish and maintain robust and comprehensive governance processes and regimes
- 4 Actively contribute to the effective work of the Board/Group/Committee through:
 - a. thorough preparation and reading of all papers circulated prior to meetings
 - b. 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 England Netball/Regional/County 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
 - f. not use technology or communicate with others outside during meetings
- 5 Attend relevant training events and take reasonable steps to ensure awareness of public policy, statute and other issues that may affect the work of England Netball, the Region or County.
- 6 Listen to and respect the views of others
- 7 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
- 8 Respect the office of Chairman
- 9 Observe the highest ethical standards of impartiality, integrity and objectivity in relation to the stewardship of public funds and management
- 10 Act in a way considered to be in good faith and most likely to promote the success of the organisation for the benefit of its members as a whole including not using my position to obtain for myself, family members or close associates employment or other advantages with England Netball/the Region/the County or any individual or organisation associated with England Netball/the Region/the County.
- 11 Maximise value for money through ensuring that services are delivered in the most economical, efficient and effective way within available resources and that independent validation of performance is achieved wherever practicable
- 12 Maintain focus on the strategic development through planning, prioritising, performance monitoring and evaluation.
- 13 Notify the appropriate authorities 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 netball
- 14 Support other Boards/Groups/Committees and individuals in their leadership of the organisation.

- 15 At all times act as an ambassador and advocate for England Netball, Region or County, promoting the organisation's key messages and always presenting the sport and its people in a positive light.
- 16 Not attempt to exercise individual authority over England Netball/the Region/the County or its staff and volunteers except as explicitly set out in policies
- 17 Respect confidentiality and not pass any information gained through my involvement with the Board/Committee/Group to a third party without approval of the chairman.

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, 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.

Code of Conduct for Parents/Carers

The enjoyment and safety of your child when involved in a netball activity is of paramount importance to 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.