



Thoroughbreds Netball Club

Volunteer Policy

Aims and Principles

Thoroughbreds Netball Club consists of 1 National Premier Divisions 3 team, Regional Division 3 team, 6 local league teams and a Junior Section.

The Club is managed by a handful of volunteers who are involved at all levels from coaching, umpiring, administration and being responsible for the welfare and safety of all members of the club whether training or competing.

Without Volunteers, Thoroughbreds Netball Club would not exist.

Recruitment and Selection

Whilst developing as a club, the process of recruiting and selecting the appropriate Volunteers is of very high importance. Volunteer roles are generally aimed at key specific positions (Coaching, Umpiring, Safeguarding, Treasurer etc.) but are always looked at in relation to the wider responsibility of the individual towards the members, the club and the community.

The responsibility for the appointment and monitoring of a volunteer is seen as a joint function of Thoroughbreds' Netball Club Committee which itself consists of volunteers with many years' experience of playing and managing netball Clubs.

Security and Screening

Thoroughbreds' Netball Club has a safe recruitment procedure. All those who hold positions which require them to have direct involvement with Young People will have to undergo the following process & checks:

- Enhanced CRB disclosure
- Personal disclosures
- Verification of reference from other places the person may have volunteered (if new to the Club)
- Agreement to abide by Thoroughbreds' Netball Clubs Code of Conduct - Coaches, Officials and Volunteers policy which clearly outlines the expectations of each volunteer.

Induction and Training

Thoroughbreds' Netball Club has a responsibility to their members (Young and Older) in terms of Safeguarding. This means the effective recruitment of vetted volunteers who are appropriately trained or willing to be trained.

Training courses are available (Coaching, Umpiring, Safeguarding, Equity, Young Netball Organiser) are available and fees vary and may be subsidised by East Devon Netball Association.



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Support and Supervision

All volunteers must agree to abide by Thoroughbreds' Netball Club's Code of Conduct - Coaches, Officials and Volunteers

Whilst the main point of contact for all Volunteers is the Club Volunteer Coordinator (Julie Crispin) all members of the Club Committee are available to assist in supporting / supervising each other.

Expenses

There are very few occasions when expenses are needed to be claimed; generally any such claims are related to 'out of pocket' items such as computer stationery, travelling to mandatory netball meetings. In all cases a receipt has to be provided and the claim approved by the management team before any funds are reimbursed.

Health and Safety

Thoroughbreds' Netball Club has a duty of care to avoid exposing any volunteers to risk their Health and Safety. Volunteers are made aware of any Health and Safety issues as a part of the Induction process.

Insurance

Volunteers should be insured through England Netball and should be affiliated to Thoroughbreds' Netball Club. Separate insurance cover for non playing Volunteers costs £30 for 10 named individuals and can be arranged through England Netball Head Office.

Equal Opportunities and Diversity

Thoroughbreds' Netball Club welcomes all ages from different backgrounds and cultures from all around the local community and other areas.

Many Clubs are now becoming aware of the benefits of having a diverse volunteer workforce. A diverse group of volunteers makes the club more welcoming, and reflects the local community; involving people from different backgrounds/cultures and ages. Our Club is firmly committed to equity in all areas. We believe we have much to learn and profit from other Cultures and perspectives and that by valuing diversity we will make our club more effective in meeting the needs of our Club members. We are committed to developing a club in which differed ideas, abilities, backgrounds and needs are fostered and valued in a positive way.

Resolving Problems

Thoroughbreds' Netball Club is small and we take problems, issues and complaints very seriously. So as to avoid any unnecessary disruption / stress to members and to protect and respect our volunteers, such issues are dealt with and handled by the Club Committee in an open, fair and quick manner.



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Policy Review

Volunteers within Thoroughbreds' Netball Club are vital and as such the Volunteer Policy is reviewed by the Club Committee along with input / feedback from our volunteers on an annual basis.

This policy was introduced in February 2015 and will be reviewed in February 2016 as part of the annual CAPS Healthcheck.

- Chairperson
- Secretary
- Volunteer Co-ordinator
- Date