



Randwick Netball Club

Volunteer Policy

Aims and Principles

Randwick Netball Club consists of 4 Senior teams and a Junior Section. We are a Bronze CAPS accredited club, which is a kite mark issued by England Netball. We play our games across Gloucestershire.

The Club has enjoyed success at local level over the years and now has teams competing in Gloucestershire County league in Divisions Premier, two and four.

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, Randwick Netball Club would not exist.

Recruitment and Selection

Whilst being a small 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 the Randwick Netball Club Committee which itself consists of volunteers with many years' experience of playing and managing netball Clubs.

Security and Screening

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

Induction and Training

Randwick 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 etc) and fees vary. Fees may be subsidised by the region and/or Randwick Netball club.



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Support and Supervision

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

Whilst the main point of contact for all Volunteers is the Club Volunteer Coordinator (Lisa Harris) 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

Randwick 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 Randwick Netball Club. Separate insurance cover for non playing Volunteers for named individuals and can be arranged through Engage.

Equal Opportunities and Diversity

Randwick 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

Randwick Netball Club takes 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 Randwick 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 reviewed in January 2021 & will be reviewed annually.

Chairperson
Secretary
Volunteer Co-ordinator
Date 25/4/21