



AP SAINTS NETBALL CLUB VOLUNTEER POLICY

AP Saints is a relatively young netball club with 200 junior players ranging from U10s to U17s and a senior (19+) section. The Club has enjoyed great success and our younger girls take part in the North London, Broxbourne & District and West London junior Leagues with our older girls playing at North London, Broxbourne & District and the Middlesex County Leagues, and the 19+ teams playing in the NLNL. For the last 2 seasons our U15s & 16s have also played in the L&SE U16 regional league. In the summer we take part in a large number of tournaments in London, the midlands and Paris.

The club is managed by a handful of volunteers who are involved at all levels from coaching, umpiring, administration, finance and being responsible for the welfare and safety of the members while training, playing matches or taking part in tournaments.

Without volunteers AP Saints would not exist!

Recruitment and Selection

AP Saints is now a large Club and we are always looking for people to lighten the load with helping to run it. Recruiting and selecting appropriate volunteers is of vital importance to us.

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 volunteers is seen as a joint function of AP Saints Club Committee along with our Club Volunteer Coordinator, Alison Akinrinlola (apsaintsnetballclub@gmail.com)

Security and Screening

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

- DBS where relevant (eg all coaches but not administrative volunteers who only have limited involvement with junior players)
- Agreement to abide by AP Saints Netball Clubs Code of Conduct – Coaches, Officials and Volunteers policy which clearly outlines the expectations of each volunteer.

Support and Supervision

All volunteers (coaches, Officials,committee members and volunteers of any kind) must agree to abide by the AP Saints Code of Conduct.

The main point of contact for volunteers is the Club Volunteer Coordinator, Alison Akinrinlola.(apsaintsnetballclub@gmail.com) However, all members of the Club committee are available to assist and support each other.

Expenses:

When reasonable expenses (eg computer stationery etc by admin volunteers) are incurred, they may be claimed back from the Club through the treasurers but you will need to keep receipts and clear records. Any larger expenses will need to be approved by the committee before reimbursement.

Health and Safety

AP Saints Netball Club has a duty of care to all its members and its volunteers. Volunteers will be made aware of any Health & Safety issues as part of their induction.

Insurance:

For insurance purposes, all coaches, umpires, the Club Secretary and Club Safeguarding Officer must be affiliated to England Netball. From next season AP Saints will be investigating insurance for non-playing volunteers.

Induction and Training

AP Saints Netball Club has a responsibility to their members (Junior and Senior) 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) and fees vary and may be subsidised by the Middlesex Netball Association. We will endeavour to keep interested members apprised of relevant courses coming up.

Equal Opportunities and Diversity

AP Saints Netball Club welcomes members of all ages from different backgrounds and cultures from the local community and areas further afield. This season our junior members attend nearly 50 different schools mainly in North London and more than half our members attend state schools. Like many Clubs we are aware of the real benefits of having a diverse volunteer workforce. A diverse and varied 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, perspectives and backgrounds and we value the diversity that makes our club more effective in meeting the needs of our members. We are committed to developing a club in which different ideas, abilities, backgrounds and needs are encouraged and valued in a positive way.

Resolving Problems

AP Saints Netball Club takes problems, issues and complaints very seriously. In order to avoid any unnecessary disruption / stress to members and to protect and respect our volunteers, such issues are dealt with and handled by the core Club Committee in an open, fair and quick manner.

THANKS:

We strongly value our volunteers, without whom AP Saints could not function. We acknowledge their good work through encouragement and praise and will be introducing a 'Volunteer of the Year' award at the next AGM.

Volunteer Policy review:

AP Saints could not exist without volunteers giving so much of their time to the benefit of all members of the club. The Club committee will review this policy annually and rely on feedback and input from the volunteers on a yearly basis.

This policy was introduced in June 2017 and will be reviewed in June 2018.

Club Chair.....

Club Secretary.....

Club Volunteer Coordinator.....

Date.....