



SPIRE NETBALL CLUB

VOLUNTEER POLICY

Aim

To encourage club members and parents/guardians of our junior members to volunteer with both the running of the club and facilitating opportunities for juniors.

Policy

In line with the England Netball Equality Policy and our Club Action Plan, we encourage volunteers to participate in the operation of the Club. Players from within the club, external associates such as umpires and parents/guardians of junior members are all welcomed to assist with the running of Spire Netball Club. These are much appreciated and valued role and the club actively attempts to operate a fair and equitable approach to recruiting and retaining its volunteers.

Volunteering roles will be advertised throughout the club membership by word of mouth, email and the club's website.

Volunteers are co-ordinated by the Club Volunteer Co-Ordinator. We assess our volunteers to ensure that their abilities and aptitudes meet the needs of the role and of our club members. The Club will provide an induction to new club volunteers to ensure they understand their role, their expected standards of behaviour and cover the practical safety issues. The responsibilities of each role are clearly explained and agreed with the volunteer. Volunteers are expected to abide by the England Netball Code of Conduct. All policies adopted by the Club are available on the Spire website.

Volunteers must be amenable to having a DBS check performed where the role deems it necessary.

The club will provide regular and ongoing training and development of volunteers

As our club grows, we shall have an increased need for support from volunteers and to this end we have a goal in our two year Action Plan to further develop the Club's volunteer population. We already benefit from voluntary assistance in administration, refreshments, junior coaching and umpiring.

Our volunteers are affiliated with England Netball and are insured against public liability through their insurance policy. Where reasonable expenses are incurred, these will be reimbursed via the Club Treasurer. Budget is set aside for this purpose. As a club we ensure that volunteers are represented at committee meetings. They are also able to liaise readily with the Volunteer Coordinator.

As a club, we encourage the sharing of good practice and team work. This helps to instil confidence and commitment within the workforce which in turn serves to realise the aims and objectives of the Club.



If any volunteer should have an grievance with the Club, the Club Volunteer Coordinator will act as the first point of contact to resolve the issue, followed by reference to the committee of the Club by way of the Complaint Form, Appendix A of the Spires Reds Netball Club Complaints and Feedback Policy, available on the club website.

We strongly value the input of our volunteer workforce, without which the club will be unable to function effectively. Good work is regularly acknowledged through verbal praise and encouragement. The input of our volunteers is formally recognised at our Annual General Meeting and at the Summer end of season party.

Signed: [Signature] Name: HELEN ELASEW

Date: 4/2/2020 Committee Position: Chair

Signed: [Signature] Name: KAREN SHORT

Date: 4/2/2020 Committee Position: Coaching Officer