

Kardinya Netball Club

Est. 1979



CODE OF CONDUCT

Players, Coaches and Spectators

Effective: January 2026

Version 2.0

Last updated: January 2026

1. Purpose

Kardinya Netball Club is committed to providing a safe, inclusive, respectful, and enjoyable environment for all participants. This Code of Conduct reflects the standards and expectations of Kardinya Netball Club, Netball Australia, Netball WA and the Fremantle Netball Association (FNA) and applies to all club activities, including training, games, and events.

2. Supporting Policies

- [Netball Australia Integrity Policies](#)
- [Netball WA Member Protection](#)
- [Fremantle Netball Association Codes of Behaviour](#)

3. Principles

All players, coaches, parents, guardians and spectators must:

- Act in accordance with the [Rules of Netball](#) and the spirit of fair play.
- Show respect and courtesy to all participants at all times.
- Promote safety, wellbeing, and enjoyment for everyone involved.
- Behave in a manner free from bullying, harassment, discrimination, intimidation, or abuse.

4. Definitions

In this policy, unless otherwise stated:

- **Player(s)** means a current financial playing member of Kardinya Netball Club;
- **Club** means the Kardinya Netball Club;
- **General Committee** means the current General Committee of the Kardinya Netball Club;
- **Executive Committee or Executive** means the Executive Committee of the Kardinya Netball Club as per the make up in the Kardinya Netball Club Constitution;
- **Coach** means a person appointed by the General Committee to coach any team playing for Kardinya Netball Club, including the in house Net Program;
- **Parent** means any parent of a player of Kardinya Netball Club, including those that do not have a Parent Membership as per the Kardinya Netball Club Constitution;
- **Guardian** any responsible person for a player under the age of 18;
- **Spectator** any person who watches and attends club training or games;
- **Disrepute** means the state of being held in low esteem by the public;
- **Discrimination/Discriminatory** means the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability.

5. Policy Changes

This Policy may be cancelled, amended, or supplemented by the Club as and when it sees fit. Any variation will be made available to members. The Club will review this policy on a regular basis to ensure that it remains effective in supporting the objectives and strategic direction of the Club, and to ensure ongoing best practice governance.

6. Player Code of Conduct

All players representing Kardinya Netball Club are expected to:

a) Respect the Game

- Play fairly and within the rules and spirit of netball.
- Accept umpire decisions without argument or negative behaviour.
- Use appropriate channels (captain, coach, or team manager) if clarification is required.

b) Respect Others

- Treat teammates, opponents, umpires, coaches, officials, and spectators with respect.
- Refrain from abusive, offensive, threatening, or intimidating language or behaviour.

c) Sportsmanship & Behaviour

- Encourage teammates and acknowledge good play by both teams.
- Demonstrate self-control and avoid conduct that may bring the club into disrepute.

d) Club Responsibilities

- Attend training and matches punctually or notify the coach or team manager if unavailable.
- Wear the correct Kardinya Netball Club uniform for games and comply with specific rules regarding jewellery and nails.
- Follow the reasonable directions of coaches, umpires, and club officials.

e) Off-Court & Online Conduct

- Behave responsibly at all club-related activities and on social media.
- Do not post or share content that is disrespectful, discriminatory, or harmful that may bring the club or netball into disrepute.

7. Coach Code of Conduct

All coaches representing Kardinya Netball Club must:

a) Reasonable Duty of Care

- Place the safety, wellbeing, and enjoyment of players above all else.
- Act in accordance with Netball WA Child Safeguarding and Member Protection policies.
- Maintain appropriate professional boundaries with players at all times.

b) Respect & Leadership

- Be a positive role model by demonstrating respectful, inclusive, and ethical behaviour. Coaches will not engage in, allow, or tolerate any form of discrimination based on gender, age, race, disability, cultural background, religion, sexual orientation, or ability.
- Treat players, umpires, parents, officials, and opponents with respect.
- Accept umpire decisions without argument or confrontation.

c) Coaching Practice

- Coach in a positive, encouraging, and development-focused manner.
- Avoid humiliating, belittling, or intimidating players.
- Provide equal opportunities and fair treatment to all players.

d) Communication

- Communicate clearly and respectfully with players, parents, and club officials.
- Address concerns through appropriate club channels.
- Ensure feedback is constructive, age-appropriate, and respectful.

e) Professional Standards

- Follow club policies, FNA competition rules, and reasonable directions from the club committee.
- Behave responsibly at all club functions.
- Do not post or share content that is disrespectful, discriminatory, or harmful that may bring the club or netball into disrepute.

8. Parent, Guardian and Spectator Code of Conduct

Parents, guardians, and spectators must:

a) Respect All Participants

- Respect umpires, players, coaches, officials, and volunteers at all times.
- Accept umpire decisions without comment, criticism, or confrontation.

b) Encourage Positively

- Support and encourage all players in a positive manner.
- Applaud good play from both teams.

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- Refrain from providing instructions or coaching from the sidelines and/or during break times.

c) Maintain Appropriate Behaviour

- Use appropriate language at all times.
- Do not engage in aggressive, abusive, intimidating, or disruptive behaviour.
- Remain in designated spectator areas as required by the Fremantle Netball Association.
- Do not post or share content that is disrespectful, discriminatory, or harmful that may bring the club or netball into disrepute.

d) Be a Positive Role Model

- Demonstrate behaviour that reflects fairness, respect, and enjoyment.
- Support a safe and welcoming environment for children and young people.

9. Breaches and Consequences

Kardinya Netball Club takes all breaches of this Code of Conduct seriously to ensure that all members can participate in a safe, inclusive, respectful, and enjoyable environment.

Serious or repeated breaches will be managed in accordance with club, association, state and/or national governing body procedures. Any matters involving child protection and safeguarding will be reported to the relevant authorities. Continued conduct unbecoming will result in escalated consequences.

To report a breach or raise a concern please provide details in writing and email to: secretary@kardinyanetballclub.com.au, within 7 days of the breach. If you report a concern verbally to a coach, committee member or other person you may be asked to submit your concerns again in writing to ensure due process. A response to your written report will be provided within 14 days.

All matters are dealt with in a private and confidential manner by the Executive Committee. Anyone involved in a Code of Conduct matter is expected to maintain confidentiality, unless otherwise instructed.

Should you wish to raise concerns about a member of the Executive Committee you may discuss the matter with another member of the Executive who can advise of the best course of action.

Breaches of this Code of Conduct at a club level are summarised below with further details provided.

Breaches of this Code of Conduct at a club level may result in:		
Player	Coaches	Parents, Guardians and Spectators

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<ul style="list-style-type: none"> • Managed Playing Time • Restricted Playing Time • Formal Meeting • Termination of Membership 	<ul style="list-style-type: none"> • Verbal Discussion • Coaching Development • Mentoring • Supervised Coaching • Written Warning • Coaching Suspension 	<ul style="list-style-type: none"> • Verbal Discussion • Written Letter • Termination of Membership
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a) Players

- Managed Playing Time
 - If a breach occurs during a game a coach may manage a player's playing time using rolling subs.
 - The player may or may not return to the game. This is at the discretion of the coach and should be based on a reasonable judgement of the seriousness of the breach.
- Restricted Playing Time
 - Following a breach a coach may restrict a player's playing time, for the next scheduled game, after consultation with a member of the Executive Committee.
 - A coach may only restrict the player's playing time for a maximum of 30 minutes, unless the next scheduled game is a final in which case a player may be restricted to a maximum of 45 minutes.
 - The player must be informed at the training prior to, if not before, the scheduled game that their playing time will be restricted due to a breach of this Code of Conduct.
 - The Executive Committee may impose further restrictions on playing time for a player who seriously breaches or consistently breaches this Code of Conduct.
 - This may include restrictions for playing time across more than one game, including full game suspensions.
 - The player will be informed in writing of any Restricted Playing Time imposed by the Executive Committee.
 - Where a player is unavailable for the next schedule game or misses any games during the Restricted Playing Time this will roll over to the next game. This includes rolling over into the next season where applicable.
- Formal Meeting
 - A serious breach or ongoing breaches of this Code of Conduct may result in a player being required to attend a formal meeting.

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- This formal meeting will include the player, the coach, one or two member/s of the Executive Committee and a support person, should the player request this.
 - Any junior playing member required to attend a formal meeting must have a parent/guardian present as their support person.
 - The player or their parent/guardian will be informed of the formal meeting via email which will outline the concerns to be discussed.
 - At the conclusion of the formal meeting the player or their parent/guardian will receive in writing a summary of the meeting and the actions to be taken.
- Termination of Membership
 - In accordance with the Kardinya Netball Club Constitution section 9.2 a player may have their membership terminated by the General Committee for breaches of this Code of Conduct.

b) Coaches

- Verbal Discussion
 - A verbal discussion may occur with the Coaching Co-ordinator and/or a member of the Executive Committee. This discussion should focus on coaching development and support to ensure a breach does not occur again.
- Coaching Development
 - The Coaching Co-ordinator may request a coach to complete the Online Foundation Coach Course, if this has not already been completed.
 - If this has been completed the Coaching Co-ordinator may request a coach to retake the Netball Theory Exam and pass (70% or above) or complete any of the Community Coaching courses available through the online Netball Learning Centre.
 - Any request for completion of online courses or exams must be paid for by the coach which the club will reimburse upon receipt of a valid tax invoice and course/exam completion.
- Mentoring
 - A coach may be appointed a mentor to support their development and ensure that a breach does not occur again.
 - The appointed mentor and length of time for mentoring will be determined by the Coaching Co-Ordinator.
- Supervised Coaching

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- A coach may be required to have their coaching supervised by an appropriate person, appointed by the Executive Committee.
- The length of time for Supervised Coaching will be determined by the Executive Committee.
- The coach will be informed in writing should Supervised Coaching occur.
- During Supervised Coaching the appropriate person will provide feedback and ongoing support to the coach and must be included in all communication, training and games.
- Written Warning
 - A coach may receive via email a Written Warning following a meeting of the Executive Committee.
 - The Written Warning will include a summary of the breach, actions to be taken and an opportunity for the coach to arrange a formal meeting to discuss the matter further.
- Coaching Suspension
 - Serious or ongoing breaches of this Code of Conduct may result in the suspension of a coach.
 - Suspension of a coach will be determined by the General Committee.
 - The coach will be informed of any suspension in writing.
 - A coach who has been suspended may or may not be eligible to be reappointed as a coach at Kardinya Netball Club in the future. This decision will be made by the General Committee at the time of suspension.

c) Parents, Guardians and Spectators

- Verbal Discussion
 - A discussion will occur with a member of the Executive Committee. This discussion should focus on supporting respectful, positive interactions.
 - During this discussion a spectator may be requested by the Executive member to move away from a playing or training area or leave an event.
- Written Letter
 - Where possible a parent, guardian or spectator may receive a written letter via email discussing a breach of this Code of Conduct.
 - This letter will include a summary of the breach, actions to be taken and an opportunity for the recipient to arrange a formal meeting to discuss the matter further.

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- Termination of Membership
 - In accordance with the Kardinya Netball Club Constitution section 9.2 a parent member may have their membership terminated by the General Committee for breaches of this Code of Conduct.
 - Where a parent member has had their membership terminated and there is no other suitable parent or guardian a player's membership may also be terminated.

d) Right to Respond

Any player, coach or parent/guardian/spectator who is the subject of a complaint or alleged breach of this Code of Conduct has the right to be informed of the details of the allegation and the right to respond before any decision or action is taken.

This includes the right to:

- Be told what the alleged breach is and what parts of the Code of Conduct are involved
- Be given reasonable time to prepare a response
- Provide their version of events, either in writing or in person
- Have their response considered fairly and without bias
- Be accompanied by a support person if appropriate

No penalty, sanction, or disciplinary action will be imposed unless the person has been given a genuine opportunity to respond and their response has been properly considered.

e) Appeals Process

Any person who has been subject to a decision or sanction under the Club's Code of Conduct has the right to appeal that decision.

i. Grounds for Appeal

An appeal may be lodged only on one or more of the following grounds:

- A breach of procedural fairness occurred during the original process
- New and relevant information has become available that was not reasonably available at the time
- The decision or penalty imposed was unreasonable or disproportionate

Disagreement with the outcome alone is not sufficient grounds for appeal.

ii. Lodging an Appeal

The appeal must be submitted in writing to the Club Secretary (secretary@kardinyanetballclub.com.au) within 7 days of receiving the

decision.

The appeal must clearly state:

- The decision being appealed
- The grounds for the appeal
- Any supporting evidence or documentation

iii. Appeal Panel

An independent Appeal Panel of at least three (3) people will be appointed. Panel members must not have been involved in the original investigation or decision and must have no conflict of interest.

iv. Appeal Hearing

The Appeal Panel will review all written material and may:

- Conduct a hearing
- Request further information
- Interview relevant parties

The person appealing may bring a support person but not a legal representative unless approved by the Club.

v. Decision of the Appeal Panel

The Appeal Panel may:

- Uphold the original decision
- Vary the decision or penalty
- Set aside the decision and impose a new outcome

The decision of the Appeal Panel will be provided in writing within 7 days of the hearing (or final review) and is final.

vi. Confidentiality

All appeal proceedings will be handled confidentially, with information shared only with those directly involved in the process.

10. Acknowledgment

By registering with, coaching for, or attending Kardinya Netball Club activities, all players, coaches, parents, guardians, and spectators acknowledge and agree to abide by this Code of Conduct.

11. Policy Updates

Version	Updates	Date	Who
Version 2.0	New policy created to align with club requirements.	January 2026	Code of Conduct update sub-committee

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			led by D,Appleby.

Signed *D. Appleby*

Danika Appleby
PRESIDENT
Kardinya Netball Club

 22/01/2026

Date