



## **Good Governance for Netball South Regional Management Board**

### **1. Acting as Guardians of Netball in the South Region**

#### **Vision**

To excel in all we do playing, coaching, officiating, volunteering and administering in a friendly, safe and competitive environment. Respecting each other and communicating with all members in the Region and liaising with England Netball to ensure our codes of conduct and governance exceed expectations.

#### **Mission**

To provide opportunities, appropriate training, mentoring and competition for all members  
Increase participation in line with England Netball's strategic plans.

#### **Values**

To respect all members and recognise the contribution that they can make to the game and the organisation.

To strive to be inclusive when making decisions which impact our members, clubs, leagues and counties

#### **Reputation**

To protect our reputation by acting with integrity making informed decisions that are in the best interest of our members

#### **Ethical Standards**

To provide appropriate competition for all via Regional Leagues and supporting counties in developing leagues to feed into the Regional Leagues at all levels thus ensuring an appropriate competitive infrastructure for all clubs and to support those clubs that wish to progress.

#### **Decision Making Process**

To provide opportunities for members to express their views and vote on items that impact them.

#### **Safe Environment**

To protect and promote the moral and physical wellbeing of participants by ensuring rules are fair and equitable and that opportunities for coaching, officiating and administering are open to all members.

Actively promoting and monitoring equality and diversity.

Ensure Board members do not take on too many roles to be effective and have adequate time to dedicate to their role/s.

Provide education and training for coaches, officiating staff, administrators and board members on relevant topics



Ensure that teams in all age groups have opportunities to progress to the appropriate level of competition

Developing rules and regulations in cooperation with members,

Adopt England Netball code of conduct and use of social media policies.

## **2: Defining and Evaluating the role of the Board**

### **Defining**

All Board members should be familiar with the constitution of Netball South.

The constitution and this governance document shall be reviewed every 3 years as a minimum. Technical Support Groups (TSG) are to be agreed annually. The following TSG's are in place as at September 2016:

- Officiating
- Coaching
- Competition
- Performance

In addition there is a disciplinary secretary appointed by the Officers Group, this position may sit outside of the RMB.

It is the aim of the RMB to liaise with the County Chairs as appropriate.

The terms of reference of all TSGs are to be reviewed every 2 years

New members should express their interest and complete an application form the RMB will review the application and may invite them to join a TSG or put them forward for election for RMB at the next AGM.

Vacant positions on the TSGs are to be advertised and candidates may be interviewed by the Chair of the relevant TSG successful candidates will be offered a term of office in a TSG for a period of 3 years. TSG members may reapply for their positions. If there is no response to advertisements then RMB and TSG members may invite interested people to join.

To produce a skills matrix for the Officers of the Board and TSG's Chair and Members

Creating clear roles and divisions of responsibility and having role descriptions for key roles on the **Board**. Having clarity on the role of the Board overall and the various functions it will fulfil. All RMB members are to be elected as per our constitution.



Recruiting, appointing, monitoring and supporting the Chair

Taking responsibility for the welfare of volunteers

- Putting in place codes of conduct and terms of engagement for the Board
- Ensuring Board members understand the contribution and commitment requirements to participate fully
- Running effective Board inductions
- Establishing division of responsibilities between the RMB and TSG and have them set out in writing and agreed by the Board
- Reviewing and running a Board skills audit once a year
- Providing all Board members with on-going training, support and development to ensure they are adequately informed and confident in their roles

### **3 Delivery of Vision, Mission and Purpose**

- Putting the participant at the core of the mission of the organisation
- Identifying the values of the organisation to feed into the Regional Plan
- Ensuring the values include diversity and inclusivity
- Creating a Regional plan in consultation with members which sets a vision of what the sport is planning to achieve
- Ensuring there are sufficient resources available to deliver the Regional plan and a comprehensive risk register is in place to identify any risks to achieving the plan
- Updating the Regional Plan annually
- Creating appropriate TSGs which will be given delegated authority, such as reviewing budgets and operational plans
- Delegating operational issues outside the RMB to individuals with a remit to deliver an operational function

### **4. Objectivity: Balanced and Skilled Regional Management Board**

The RMB should be made up of individuals with the right balance of skills and experience to meet the needs of the organisation. Included in this is an opportunity for independent expertise and for representation of the diversity of the sport and the communities they serve.

Putting in place appropriate recruitment practices for new RMB members providing where possible:-

- a balanced and inclusive interview panel and nominations panel for Board appointments
- succession planning
- composition that adequately reflects society and is mindful of diversity



## **5. Standards, Systems and Controls**

The RMB needs to be conscious of the standards it should operate to, and its role in exercising appropriate and effective control over the Region by:-

- Being aware of the regulatory and legal requirements for the Region
- Ensuring a clear set of policies are in place and reviewed as appropriate or at least every 3 years
- Putting in place appropriate financial management controls
- Ensuring authority is delegated appropriately through TSG structures and that checks and balances are in place to manage inappropriate use of decision making responsibilities

## **6. Accountability and Transparency**

- Running consultations with members
- Adopting EN complaints and appeals procedures
- Being ethically responsible and treating everyone fairly and equally
- Embracing differences, similarities and representation on the RMB that reflects membership and the wider society
- Ensuring published accounts are made available to members
- Informing people about the work of the Region and the work of the RMB
- Ensuring all processes and decisions are as transparent as possible
- Making use of structures and meetings to fully engage with members and participants
- Ensuring there is a conflicts of interest policy in place and that declarations of interest are updated at least once a year and declared in relation to agenda items at each RMB meeting
- Regular and prompt communications of RMB and TSG papers in advance and following meetings in accordance with the Regions Working Guidelines.
- Appropriate mechanisms in place for members and participants to feed in their thoughts and have their concerns and questions answered appropriately
- All discussions on changes/amendments to documents, competition regulations to remain confidential to the Board until finalised.

## **7. Understanding and Engaging with the Sporting Landscape**

- Understanding key relationships with other bodies i.e. funding partners, commercial partners etc.
- Checking and challenging links are maintained with appropriate governing bodies
- Creating a dedicated structure for engaging with counties, individual participants and members
- Encouraging partnership development with appropriate agencies, for example local authorities, the education sector, the health sector, the commercial sector etc.



- Defining the relationship between the Region, counties, leagues, the clubs, members and participants and the responsibilities the netball has to each constituent
- Understanding the performance pathway and the relationship between grassroots and elite level participation
- Overseeing and agreeing a vision for netball development in the South Region that is appropriate for the membership and participants
- Establishing an approach for liaising and working with other organisations in partnerships where appropriate
- Acting in a socially responsible way. For example, working on participant education, interaction with the local community, respecting the environment, investing in grassroots netball.
- Working with like- minded organisations to set similar standards in order to minimise bureaucracy for participants
- Ensuring systems are in place to appropriately manage members' expectations
- Ensuring volunteer management is looked after within the organisation
- Playing an appropriate role in events to promote netball and uphold required standards set by other sporting bodies domestically or internationally
- Developing the commercial requirements to ensure sustainable development