

**ENGLAND NETBALL**



**England Netball (EN) Misconduct List**

**Responsible Officer**

Compliance Manager

**Group Owner**

Board

**Date Created / Modified**

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**Version**

1.0

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EN Rule	Charge Description	Sanctions
<b>M1</b>	<b>Breach of the Governing Documents (EN Rules, Regulations, Bye-laws, Policies or Licence schemes)</b> <i>(Individual and/or Organisation Charge)</i>	<ul style="list-style-type: none"> <li>• Caution, reprimand, warning as to future conduct;</li> <li>• A requirement to undertake education/training, complete certain actions, and or be subject to a period of monitoring / mentoring;</li> <li>• Partial or full suspension from participation in Recognised and Authorised Netball Activity for a specified period within the range of one to twelve months;</li> <li>• Suspension or removal of CAPS (clubs)</li> </ul> <p><b>Maximum Sanction</b></p> <ul style="list-style-type: none"> <li>• Twelve-month suspension from participation in Recognised and Authorised Netball Activity</li> </ul>
<b>M2</b>	<b>Failed to comply with a decision of England Netball</b> <i>(Individual Charge and/or Organisation Charge)</i>	
<b>M3</b>	<b>Failure to report Misconduct</b> <i>(Individual Charge)</i>	
<b>M4</b>	<b>Improper Conduct in a Disciplinary or Investigative Procedure</b> <ol style="list-style-type: none"> <li>1. Frivolous/Vexatious complaints</li> <li>2. Inappropriate language/behaviour</li> <li>3. Failing to assist or cooperate in process</li> <li>4. Improper contact, approach or attempt to influence the outcome of a Case</li> </ol> <i>(Individual and/or Organisation Charge)</i>	
<b>M5</b>	<b>Failed to ensure Players/Spectators and/or Club Officials conducted themselves in an orderly fashion</b> <i>(Organisation Charge)</i>	
<b>M6</b>	<b>Misconduct relating to the abuse of a position of trust or authority</b> <i>(Individual and/or Organisation Charge)</i>	
<b>M7</b>	<b>Offence against an Umpire</b> <ol style="list-style-type: none"> <li>1. Abusive Language/Behaviour</li> <li>2. Threatening Language/Behaviour</li> <li>3. Victimisation*</li> <li>4. Physical Contact/Violent Conduct</li> <li>5. Assault</li> </ol> <i>(Individual Charge)</i>  <small>*As defined in the EN Diversity &amp; Belonging Policy</small>	

*If this misconduct involves an individual Child or Young Person (under the age of 18) or an Adult at Risk, the issue must be referred to EN Safeguarding*

M8	<p style="text-align: center;"><b>Offences against any Member or Connected Participant</b></p> <ol style="list-style-type: none"> <li>1. <b>Abusive Language/Behaviour</b></li> <li>2. <b>Threatening Language/Behaviour</b></li> <li>3. <b>Victimisation*</b></li> <li>4. <b>Physical Contact/Violent Conduct</b></li> <li>5. <b>Assault</b></li> </ol> <p><i>(Individual Charge)</i></p> <p><small>*As defined in the EN Diversity &amp; Belonging Policy</small></p>	<p><small>*May be increased up to lifetime suspension for repeat offences (requires approval by the England Netball Board)</small></p> <p><b>4 and/or 5:</b></p> <ul style="list-style-type: none"> <li>• Twelve-month suspension from participation in Recognised and Authorised Netball Activity</li> </ul> <p><b>Maximum Sanction:</b></p> <ul style="list-style-type: none"> <li>• Lifetime suspension of Membership and/or from participation in Recognised and Authorised Netball Activity (requires approval by the England Netball Board)</li> </ul>
M9	<p style="text-align: center;"><b>Discrimination on Grounds of origin/colour/race/nationality/religion/sex/sexual orientation/disability or contrary to Equality Act 2010</b></p> <p><i>(Individual and/or Organisation Charge)</i></p>	<ul style="list-style-type: none"> <li>• Caution, reprimand, warning as to future conduct;</li> <li>• A requirement to undertake education/training, complete certain actions, and or be subject to a period of monitoring / mentoring;</li> <li>• Partial or full suspension from participation in Recognised and Authorised Netball Activity for a specified period within the range of one to twelve months;</li> <li>• Suspension or removal of CAPS (clubs)</li> </ul> <p><b>Maximum Sanction*</b></p> <ul style="list-style-type: none"> <li>• Twelve-month suspension from participation in Recognised and Authorised Netball Activity</li> </ul> <p><small>*May be increased up to lifetime suspension for repeat offences (requires approval by the England Netball Board)</small></p>
M10	<p style="text-align: center;"><b>Offences of Bribery and Betting</b></p> <ol style="list-style-type: none"> <li>1. <b>Agrees, offers, agrees to give, solicits, agrees to accept or accepts any bribe to influence the outcome of a netball match or competition or any other matter concerning or relating to netball in the world*</b></li> <li>2. <b>Betting, either directly or indirectly, or instructing, permitting, causing or enabling any person to bet on the result, progress, conduct or any other aspect of, or occurrence in or in connection with, a netball match or competition in which they participate or have influence</b></li> <li>3. <b>An organisation shall not instruct, compel, permit, cause, or enable any Member or Connected Participant to be in breach of Rule M10.1 or M10.2</b></li> </ol> <p><i>(Individual and/or Organisation Charge)</i></p> <p><small>*Other matters concerning or relating to netball may include, without limitation, the transfer of players, employment of managers, team selection or disciplinary matters.</small></p>	<ul style="list-style-type: none"> <li>• Caution, reprimand, warning as to future conduct;</li> <li>• A requirement to undertake education/training, complete certain actions, and or be subject to a period of monitoring / mentoring;</li> <li>• Partial or full suspension from participation in Recognised and Authorised Netball Activity for a specified period within the range of one month to lifetime;</li> <li>• Suspension or removal of CAPS (clubs)</li> <li>• Fine at Panel's discretion</li> </ul> <p><b>Maximum Sanction</b></p> <ul style="list-style-type: none"> <li>• Lifetime suspension of Membership and/or from participation in Recognised and Authorised Netball Activity (requires approval by the England Netball Board)</li> </ul>

## Club Action Planning Scheme (CAPS)

Consideration of suspension or removal of CAPS accreditation will arise where the Investigation Officer, Disciplinary/Appeal Panel or the Case Management Group consider it to be reasonable and proportionate including, but not limited to:

- Misconduct, such as child abuse, criminal activity, fraud, racism or other breach of anti-discrimination provisions
- Multiple breaches or disobedience
- A serious breach of England Netball's governing documents (e.g. Memorandum of Association, Articles of Association or Membership Regulations) or policies
- Multiple incidents of unsporting conduct from the Members of the Club

- Breaching the terms of any suspension imposed as a result of previous Disciplinary Action or Interim Suspensions under the current Disciplinary Action

### **Suspension**

CAPS accreditation may be suspended under the following circumstances:

- As a precautionary Interim Suspension by the Investigation Officer; this does not imply guilt.
- As a Sanction imposed by the Disciplinary/Appeal Panel or the Case Management Group where they consider the Disciplinary Charge has been admitted or proved and is of sufficient seriousness to warrant the Sanction of suspension of CAPS for a defined period of time.
- The Disciplinary Charge has been admitted or proven and the Disciplinary/Appeal Panel or the Case Management Group impose a suspension subject to the satisfaction of specified conditions.

Suspensions will be subject to a time limit, which must be clearly defined and communicated to the Club and the County/Regional Association for their area. Such suspension may be renewed if necessary. The Club will not be permitted to promote itself as a CAPS accredited club during this time or use any related logos.

### **Removal**

The Disciplinary Panel/Appeal Panel or the Case Management Group has the authority to remove CAPS completely from a Club if it deems the conduct of the Club to have fallen so far below expected standards.

Any attempt to promote itself as a CAPS accredited club, or to use any related logos following its removal of CAPS, will result in a further Disciplinary Charge being brought against the Club.

Removal or suspension of accreditation may be appealed in the same way as any other sanction, that is, in accordance with the procedure set out in the Disciplinary Regulations. England Netball accepts no liability for any financial or reputational loss arising from the decision to suspend or remove the CAPS accreditation.