



# NETBALL SCOTLAND

**INTEGRITY:**  
Business Conduct  
and Ethics Policy



# NETBALL SCOTLAND BUSINESS CONDUCT AND ETHICS POLICY

## STATUS

DATE	ACTION	SIGN OFF
Nov 2020	Creation	KD
Jan 2021	Review	KD
Feb 2021	Review	KD
Mar 2021	Approval	Board
Mar 2022	Review	KD

## CONTENTS

1 INTRODUCTION .....	3
• Protect What is Ours .....	3
• Demonstrate Accountability .....	3
• Deal Fairly with Others .....	3
• Care for our Netball Family .....	3
1.1 Purpose of this Policy .....	4
1.2 Responsibilities .....	5
1.3 Audience .....	5
1.4 Consultation .....	5
2 POLICY .....	6
2.1 Protect What is Ours .....	6
○ Intellectual Property Rights, Copyright and Ownership of Materials Policy .....	6
○ Reserves Policy .....	6
2 POLICY continued .....	7
2.2 Demonstrate Accountability .....	7
○ Sponsorship, Partnerships and Procurement Policy .....	7
○ Conflict of Interest Policy .....	7
2 POLICY continued .....	8
2.2 Demonstrate Accountability .....	8
○ Health and Safety Policy .....	8



2 POLICY continued .....	9
2.3 Deal Fairly with Others.....	9
○ Data Protection policy, Data Breach Policy and Privacy Notices .....	9
○ Anti-corruption, Anti-bribery and Anti-fraud Policy .....	9
○ Anti-Doping Policy.....	9
2 POLICY continued .....	10
2.3 Deal Fairly with Others.....	10
○ Whistleblowing .....	10
○ Athlete Selection Policy .....	10
○ Volunteer Policy .....	10
2 POLICY continued .....	11
2.4 Care for our Netball Family .....	11
○ Anti-bullying Policy for Children & Young People.....	11
○ Wellbeing and Adult Protection Policy .....	11
○ Wellbeing and Child Protection Policy.....	11
○ Pregnancy Guidelines.....	11
○ Equality Policy .....	11
2 POLICY continued .....	12
2.4 Care for our Netball Family .....	12
○ Trans Policy .....	12
○ Communications .....	12
3 MONITORING AND EVALUATION OF THE POLICY OR PROCESS.....	13
4 BREACH OF THE POLICY OR PROCESS .....	13
5 RELATIONSHIP WITH OTHER POLICIES OR PROCESSES.....	13

Netball Scotland reserves the right to review this policy from time to time.



## 1 INTRODUCTION

Netball Scotland and its subsidiary organisations, herein referenced as 'Netball Scotland', aim to work responsibly and ethically to ensure we protect and safeguard our business, employees and the 'Netball Family'.

The 'Netball Family' is defined as 'everyone involved in the sport of netball at all levels of the game including individuals, clubs, local associations and other organisations, regardless of their role, paid or voluntary, or whether they are members of Netball Scotland or not'.

### **Netball Scotland will:**

- **Protect What is Ours**
- **Demonstrate Accountability**
- **Deal Fairly with Others**
- **Care for our Netball Family**

Netball Scotland asks the Netball Family to share our united purpose, live by our values, protect each other, and speak up.

Netball Scotland 'RESPECT: A Process for Managing Complaints' works in conjunction with the INTEGRITY policy, its respective referenced policies and rules throughout and any others deemed relevant by Netball Scotland.



## 1.1 Purpose of this Policy

The Integrity Policy is the overarching policy which incorporates the following principles and associated policy:

- [Protect What is Ours](#)
  - Intellectual Property Rights, Copyright and Ownership of Materials Policy
  - Reserves Policy
- [Demonstrate Accountability](#)
  - Sponsorship, Partnerships and Procurement Policy
  - Conflict of Interest Policy
  - Health and Safety policy
- [Deal Fairly with Others](#)
  - Data Protection Policy
  - Data Breach Policy
  - Anti-corruption, Anti-bribery and Anti-fraud Policy
  - Whistleblowing
  - Anti-Doping Policy
  - Athlete Selection Policy
  - Volunteer Policy
- [Care for our Netball Family](#)
  - Anti-bullying Policy for Children & Young People
  - Wellbeing and Adult Protection Policy
  - Wellbeing and Child Protection Policy
  - Pregnancy Guidelines
  - Equality Policy
  - Trans Policy
  - Communication Policy



## **1.2 Responsibilities**

It is the responsibility of the Netball Scotland Board, Employees and Netball Family to ensure implementation of all policy and subsequent process.

## **1.3 Audience**

This policy is intended for use by the Netball Scotland Board, Employees and Netball Family, and those third parties referenced throughout.

## **1.4 Consultation**

Netball Scotland Board, Senior Management Team and Employees, and relevant governing and statutory bodies.



## 2 POLICY

### 2.1 Protect What is Ours

- Intellectual Property Rights, Copyright and Ownership of Materials Policy

Intellectual property law exists to protect the creators and covers areas of copyright, trademark law, and patents. Intellectual property is an umbrella term encompassing both copyright and industrial property, such as trademarks, patents, and inventions.

Netball Scotland's intellectual property refers to:

- ✓ the names of our products and brands
- ✓ our inventions
- ✓ the design or look of our products
- ✓ things we write, make or produce
- ✓ our copyrights, patents, designs and trademarks

Violation of Netball Scotland and its subsidiary Scottish Sirens Limited's intellectual property rights can be a breach of civil law or criminal law and we will defend these.

- Reserves Policy

Netball Scotland is committed to ensuring reserve funds are put in place to ensure financial security for the organisation.



## 2 POLICY continued

### 2.2 Demonstrate Accountability

- Sponsorship, Partnerships and Procurement Policy

Netball Scotland aims to secure financial funding and investment, as well as in-kind support and added value benefits, to support the delivery, growth and development of the organisation through sponsorship and partnerships.

Netball Scotland will procure ethically and responsibly and ensure our sourcing strategies ensure that the services and goods we acquire are the result of transparent, objective, timely and cost-effective decision making and risk management.

Netball Scotland welcomes all opportunities to work in partnership with organisations which are aligned with the organisation's strategic priorities and core values and endorsed by our Board of Directors.

Netball Scotland will not enter any sponsorship, partnership or procurement that has, or might, or may be thought to:

- ✓ imply a conflict of interest
- ✓ adversely impact reputation
- ✓ conflict with core values
- ✓ be unethical
- ✓ violate human rights and working conditions
- ✓ be discriminatory

- Conflict of Interest Policy

Netball Scotland Board of Directors and employees will act in a manner that ensures minimal and declared conflicts of interest.

Netball Scotland will:

- ✓ ensure that no Board Director or member of employees is involved in taking a decision or participates in discussions on any matter where they have a conflict of interest
- ✓ avoid any impression that any Board Director or employee has used their position to their personal advantage





## **2 POLICY continued**

### **2.2 Demonstrate Accountability**

- ✓ there are no conflicts of interest that, in the opinion of a fair-minded and informed observer, would suggest a real possibility of bias

- Health and Safety Policy

Netball Scotland recognises and accepts its health and safety duties for providing a safe and healthy environment for its employees and Netball Family and will implement health and safety processes to ensure, as far as is reasonably practicable, this is maintained.



## 2 POLICY continued

### 2.3 Deal Fairly with Others

- Data Protection policy, Data Breach Policy and Privacy Notices

Netball Scotland aims to be fully compliant with the provisions of the General Data Protection Regulation (GDPR) and Data Protection Act (DPA) 2018 through its Data Protection Policy.

This policy works in tandem with the Netball Scotland and the Netball Scotland Employee Workforce Privacy Notices, and the Netball Scotland Data Breach Process.

- Anti-corruption, Anti-bribery and Anti-fraud Policy

Netball Scotland takes a zero-tolerance approach to corruption, bribery, fraud or other financial irregularity and we are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate. We aim to implement and enforce effective systems to counter any acts of corruption, bribery or fraud in the sport of Netball.

The essence of the sport of Netball is the contest between competing teams as an honest test of skill and ability, the outcome of which is determined by (and only by) the contestants' relative sporting merits. Any conduct that might undermine public confidence in the integrity of the sporting contest and/or in the uncertainty of its outcome is fundamentally at odds with that essence of the sport and must be eradicated at all costs

- Anti-Doping Policy

Netball Scotland will promote our sport as a Clean Sport and imbed an anti-doping culture throughout the Netball Family.

Netball Scotland condemns the use of Prohibited Substances and Prohibited Methods in sport; and seeks to protect the health and welfare of its athletes by removing the use of potentially dangerous Prohibited Substances and Prohibited Methods from our sport.

Netball Scotland seeks to ensure that its athletes can compete in fair and equitable sporting events; and recognises that Doping is fundamentally contrary to the spirit of sport. Netball Scotland shall provide an education programme to Athletes and Athlete Support Personnel to achieve this.



## 2 POLICY continued

### 2.3 Deal Fairly with Others

- Whistleblowing

Netball Scotland is committed to providing the highest level of service to our Netball Family, internal and external partners and to applying the highest standards of quality, probity, openness and accountability.

Part of this commitment involves encouraging our employees or others with serious concerns regarding any aspect of our work, the conduct of others or the running of our organisation, to report such concerns in confidence and with confidence, and on the understanding that they have nothing to fear and will not suffer reprisals or victimisation.

- Athlete Selection Policy

Netball Scotland will work with the organising bodies of major competitions to provide selection policies for the athletes who represent Scotland at:

- Commonwealth Games
- INF events
  - World Cup
  - World Youth Cup
- Netball Europe events

- Volunteer Policy

Netball Scotland is committed to developing a network of knowledgeable and skilled volunteers across Scotland, supporting the growth of both domestic and high-performance netball.



## 2 POLICY continued

### 2.4 Care for our Netball Family

- Anti-bullying Policy for Children & Young People

Netball Scotland's Anti-Bullying Policy for Children & Young People outlines the behaviours expected from all within the 'Netball Family' and provides a standardised process on how to monitor, record and respond to concerns effectively.

- Wellbeing and Adult Protection Policy

Netball Scotland's Wellbeing and Adult Protection Policy outlines the behaviours expected from all within the 'Netball Family' and provides a standardised process on how to monitor, record and respond to concerns effectively

- Wellbeing and Child Protection Policy

Netball Scotland's Wellbeing and Child Protection Policy outlines the behaviours expected from all within the 'Netball Family' and provides a standardised process on how to monitor, record and respond to concerns effectively

- Pregnancy Guidelines

Netball Scotland shall adopt the Pregnancy Guidelines published by World Netball on behalf of all members which state "Women are increasingly seeking to continue their participation in sports, such as netball, throughout their pregnancy. World Netball is committed to providing a safe and enjoyable environment for all who participate in netball at international events, including those who are pregnant."

- Equality Policy

Netball Scotland embraces the diverse communities across the country and is committed to ensuring our sport is welcoming, inclusive and accessible for all. With a "People First" culture, we are committed to creating and delivering quality opportunities for all people to experience netball, regardless of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, political beliefs, socio-economic status or sexual orientation, across the Netball Family.



## **2 POLICY continued**

### **2.4 Care for our Netball Family**

- Trans Policy

Netball Scotland will ensure that there will be open access to all those who wish to participate in any aspect of netball activities and that they are treated fairly, equally and with respect. Under current British legislation, netball, as a gender-affected sport, may be regulated by Netball Scotland in respect of the participation of a trans person.

- Communications

Netball Scotland and the Netball Family should communicate within acceptable standards regardless of the medium of communication and type of technology utilised. Netball Scotland aims to protect children and vulnerable people, and those providing information between the Netball Family within the scope of the law, as well as the reputation of Netball Scotland.



### **3 MONITORING AND EVALUATION OF THE POLICY OR PROCESS**

If you wish to suggest improvements to the policy or experience particular difficulty complying with it, please contact Netball Scotland.

### **4 BREACH OF THE POLICY OR PROCESS**

Any breach of this policy and those referenced throughout are managed by 'RESPECT: A Process for Managing Complaints' unless there is a specific breach process contained within those referenced.

### **5 RELATIONSHIP WITH OTHER POLICIES OR PROCESSES**

This Policy interlinks to those referenced throughout and any others deemed appropriate by Netball Scotland as required.