



WALES NETBALL
PÊL-RWYD **CYMRU**

BYELAWS FOR THE WELSH NETBALL ASSOCIATION: CYMDEITHAS PEL-RWYD CYMRU

Approved at the AGM August 2022

The Welsh Netball Association is the governing body for Netball in Wales and these Byelaws shall be the Byelaws of the Association as determined by the Board of Directors as set out in the Articles, Clause 22

Terms used in these Byelaws shall have the same meaning as those defined in Clause 1 of the Articles



1 RIGHTS AND OBLIGATIONS OF MEMBERS (Refer Article 3)

1.1. Members shall have the following and any other rights as determined by the

Board:

1.1.1 Each voting member shall be entitled to receive the Annual report and Accounts

1.1.2 Each voting member and junior club member may enter tournaments, trials, courses and awards upon payment of any additional charges associated with that activity

1.2 The membership year shall be from 1st September until 31st August

1.3 Membership fees and categories shall be determined annually by the Board and ratified by the Membership (Refer Articles Clause 4)

1.4 Membership fees shall be paid by 30th September. Fees paid before this may be subject to discount as determined by the Board

1.5 New Members may join at any time during the year

1.6 Members shall be advised of Membership renewal procedures via their Club Secretary, or registered address if not attached to a club

1.7 Membership application shall be used to collect any membership information and data required to allow the Association to adhere to the Equality Policy adopted by the Board

1.8 Teachers and Lecturers are not affiliated to the WNA through their place of employment, but must affiliate as an individual if they wish to benefit from Membership rights



2 AREA ASSOCIATIONS (Refer Article 3.6) Area Associations shall:

- 2.1 Affiliate annually to the WNA
- 2.2 Abide by the Articles of Association and any other regulations in force
- 2.3 Not have the power to alter the Rules of the Game
- 2.4 Not have the power to overrule decisions of the Board
- 2.5 Have the power to have separate School and Open Associations
- 2.6 Ensure that the rules of leagues and tournaments within their auspices provide that every player participating shall be a Member of the Welsh Netball Association
- 2.7 Advise the Wales Netball Office of the names and addresses of its Officers, Area Coaches and any persons undertaking specific responsibilities within the Area, along with the contact details of the person to whom notification of General Meetings shall be sent
- 2.8 Send one representative to all General Meetings of the WNA
- 2.9 Organise trials, matches, leagues and tournaments for their Members
- 2.10 If requested, act as WNA's agent for the collection of annual fees from Members
- 2.11 Ensure that all relevant information from the WNA is communicated to all its members
- 2.12 Enter National Championships organised for Area teams if wished

3 INDIVIDUAL SCHOOLS/COLLEGES/UNIVERSITIES

Each affiliated Member shall advise the WNA of the name and details of the contact to whom notification of General Meetings shall be sent



4 OFFICERS (Refer Article 6)

- 4.1 Officers may attend all International matches and National Super League matches under the control of the WNA free of charge
- 4.2 Honoraria payments may be made to Officers of the Association or any other individual as agreed by the Board

5 APPOINTMENT OF DIRECTORS (Refer Article 7&8)

- 5.1 A skills analysis of the Board shall be undertaken by the Board and Company Secretary as soon as possible after the AGM. This shall identify any skill gaps and enable the Board to decide upon the competency-based requirements to be advertised for the appointment of up to seven additional Directors
- 5.2 All Directors have equal rights and responsibilities

6 STANDING COMMITTEES/PANELS (Refer Article 16)

- 6.1 The Terms of Reference are contained in separate appendices to these Byelaws, but are considered part thereof (Refer Appendices 1,2,3,4,5,6)
- 6.2 The Chair of each Committee/Panel shall be appointed by the Board
- 6.3 Voting Members shall be appointed to Committees/Panels as set out in Clause 8 of these Byelaws
- 6.4 Voting members shall be appointed for a period of two years and shall be eligible for re-appointment after serving their period of office
- 6.5 All members shall comply with the WNA's Conflict of Interest Policy. Declarations of interest must be requested at the beginning of every meeting by the Chair and any raised must be noted and the action taken recorded in the minutes
- 6.6 Each Committee/Panel shall have the power to co-opt any number of persons to discuss specific agenda items



- 6.7 The quorum for all Committees/Panels, shall be 50% (rounded up to a whole number) of voting members
- 6.8 Working groups may be set up as and when required
- 6.9 The Minutes of each Committee/Panel meeting shall be sent to the CEO prior to circulation
- 6.10 All Committees/Panels shall report to the Board

7 NOMINATIONS AND ELECTIONS of OFFICERS (Refer Article 7)

- 7.1 Approved application forms shall be made available via the WNA website, or by post if requested
- 7.2 Members put forward for election must be nominated and seconded by voting Members of the Association
- 7.3 Forms, completed by the nominee, proposer, and seconder, must be sent to the CEO by personal delivery, post or email, by the due date
- 7.4 Proxy voting forms (Refer Annex A to Articles) shall be available via the WNA website, or by post if requested

8 APPOINTMENT OF VOTING MEMBERS TO COMMITTEES/PANELS

- 8.1 Chairs of Committees/Panels shall be appointed by the Board and shall be endorsed by the WNA membership at the appropriate AGM
- 8.2 Application forms shall be made available via the WNA website or by post if requested
- 8.3 The Chair of any working group set-up by a Committee/Panel shall be selected from amongst the skills-based Board Directors



9 GENERAL MEETINGS (Refer Articles 12,13 &14)

Notification of the date, time and venue of General Meetings shall be placed on the website and sent electronically or by post to all Members

10 PLAYING QUALIFICATIONS

Players eligible to play for Wales shall be:

10.1 Registered playing member of the Association,

AND either,

10.2 Born in Wales,

OR

10.3 Of Welsh parentage i.e., mother, father, or legal guardian or, from the AGM 2015, having one or more Welsh grandparent/s,

OR

10.4 Resident in Wales for a continuous period of 24 months immediately prior to being selected to play for Wales. "Resident" is defined as an unbroken period of residency in Wales. Once the terms of residency have been met and representation taken place, the player retains eligibility status provided that the commitment to Wales is maintained.

10.5 For Age group teams only, those aged 19 or under attending school or a further education establishment in Wales

10.6 For World Championships, World Youth Championships and the Commonwealth Games, other eligibility rules may apply that take precedence over these Byelaws



11 SELECTION POLICY

- 11.1 Selection for any Welsh representational team shall be undertaken in accordance with Wales Netball's Selection Policy
- 11.2 Players shall be selected into a particular squad or team at the discretion of the Head Coach in collaboration with the Head of Performance and the Board Director of performance in line with Wales Netball's selection policy
- 11.3 In a situation where more than one Welsh age group team is in competition at the same time, priority for selection shall be at the discretion of the Head of Performance and Board Director of Performance

12 APPOINTMENT AND REVIEW OF WNA COACHES

- 12.1 The role that holds strategic oversight shall delegate responsibilities relating to training where and when appropriate through coaching positions. The role with strategic oversight shall be the line manager for the coaching positions
- 12.2 Senior Team Assistant Coaches and Age Group Head and Assistant Coaches may be appointed for a period of up to 2 years, with performance reviewed annually
- 12.3 All Senior Team Assistant Coaches and Age Group Head and Assistant Coaches shall be approved by the Board following recommendation by the Performance Development Group
- 12.4 The Performance Development Group shall provide to assess the performance of Coaches (Refer Appendix 6)

13 APPOINTMENT AND REVIEW OF TEAM MANAGERS

- 13.1 Team Managers may be appointed for a period of up to 2 years, with performance reviewed annually
- 13.2 The Performance Development Group shall provide criteria to assess the performance of Team Managers (Refer Appendix 6)



14 PAYMENT OF EXPENSES

- 14.1 All scales of payment of expenses and subsistence for salaried staff shall be agreed by the Board following recommendation by the Staff Management Team and the Finance and Risk Panel
- 14.2 All scales of payment of expenses and subsistence for Officers, Committee/Panel members, squad officials, umpires, and players shall be agreed by the Board following recommendations by the CEO
- 14.3 At the discretion of the Board, expenses and subsistence may be paid for travel to and from WNA training sessions, matches, Committee/Panel meetings, working groups and other sanctioned events
- 14.4 Receipts shall be required for all claims for travel by public transport, for meals out and for commercial accommodation
- 14.5 An agreed hosting allowance per person, per night, for bed and food, may be claimed when accommodation is made available

15 ANTI-DOPING

- 15.1 Wales Netball is committed to Clean Sport in Netball and fully support the mission of the World Anti-Doping Agency (WADA) to lead a collaborative worldwide movement for doping-free sport where all athletes can participate in a doping-free sporting environment. We believe in clean sport and work in partnership with UK Anti-Doping (UKAD) and the International Netball Federation (INF) to ensure that the integrity of our sport is protected

16 DISCIPLINARY COMMITTEE, POWERS AND PROCEDURES (Refer Article 5 and Appendix 3)

- 16.1 The Disciplinary Committee shall be appointed by the Board and shall consist of two Directors of the WNA, one of whom shall take the Chair, and one representative from one of the Association's other Committees/Panels.
- 16.2 After fully investigating the alleged misconduct the Disciplinary Committee shall take such action as it thinks appropriate and shall advise the Board of that decision within five days of the hearing.



17 INDEPENDENT APPEALS COMMITTEE and APPEALS PROCEDURES (Refer Article 5 and Appendix 5)

- 17.1 The Independent Appeals Committee shall be set up by the Board and consist of three independent and impartial persons, one of whom shall not be involved in Netball in any way.
- 17.2 A Member subject to a decision of the Disciplinary Committee shall have the right of appeal and shall do so in writing within ten (10) days of notification of that decision
- 17.3 The Appeal must be sent to the CEO along with the reasons for the Appeal and with appropriate documentation
- 17.4 The Appeal must be accompanied by a £100 deposit, which shall be refunded if it is upheld.
- 17.5 If all existing procedures have been exhausted, any further dispute shall be referred to the Sports Dispute Resolution Panel within seven (7) days.

18 SAFEGUARDING POLICY

The Association has a clearly defined Safeguarding Policy to which Members are expected to adhere

19 DELEGATION OF POWERS

The Board may delegate such of its powers as are necessary to facilitate the operation and management of the Association



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20 SPECIAL DATES

- 20.1 No activity shall be organised on the day of the AGM unless it is at the same venue and breaks for the period of the meeting
- 20.2 No squad training sessions or matches shall take place at the same time as Home internationals
- 20.3 No activity shall be programmed for the same age group or the age group below on National Championships days

21 AMENDMENTS (Refer Article 22)

No amendments to these Byelaws shall be made save in accordance with the Articles of the Association



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APPENDICES: -

Appendix 1	Commercial Panel
Appendix 2	Participation, Engagement & Development Group
Appendix 3	Disciplinary Committee
Appendix 4	Finance and Risk Panel
Appendix 5	Independent Appeals Committee
Appendix 6	Performance Development Group
Appendix 7	Board of Directors
Appendix 8	Legal and Governance Group



WNA BYELAWS (6&8)

APPENDIX 1 - June 2018

COMMERCIAL PANEL

MEMBERSHIP (Maximum 7)

- The Chair of the Panel shall be the appointed Commercial WNA Board Director for a period of two years and shall be eligible for re-appointment at the end of their term of office
- Voting members of the Panel shall be appointed by the WNA Board for a period of two years from amongst applications received.
- They shall be eligible for re-appointment at the end of their term of office
- Two WNA Board members
- Appropriate WNA Staff

TERMS OF REFERENCE

- To translate the strategy for everyone involved in taking commercial and development pathway decisions
- To recommend initiatives to the WNA Board which would help to grow the brand, secure investment, profile and resources of the WNA
- To review and recommend strategies to maximise the commercial return of all WNA's assets
- To assist the Performance group in areas of commercial, business and PR
- To produce, monitor and evaluate a formal commercial plan and advise on its communication within and beyond the organisation
- To consider all aspects of developing the sport from grass roots upwards from a commercial, business and PR perspective
- To develop PR strategies for the promotion of WNA and its players
- To assist with the attraction and management of major netball events, including any strategies around broadcasting, commercial and hosting rights
- To assist with stabilising the Celtic Dragons operating model by helping create the business plan and generating investment to support self-sustainability



The Panel is advisory, making recommendations to the WNA Board and CEO and would:

- meet quarterly and minute all meetings
- conduct meetings face-to-face and/or by conference call and/or decisions reached by electronic communication
- have a quorum of at least 50% of members present and eligible to vote, (rounded up to the nearest whole number)
- make decisions via a simple majority of voting members (use of alternates is not permitted)
- report proceedings to the WNA Board and CEO via the Chair of the Panel
- be chaired by the WNA Board member in the absence of the appointed Chair
- if deemed necessary and with the permission of the WNA Board, form, oversee and manage specialist sub-groups to carry out detailed work on specific projects or tasks
- if deemed necessary seek permission from the WNA Board to co-opt a person or persons with specialist knowledge to advise on specific projects
- monitor progress against WNA goals and objectives
- challenge delivery methods
- self-monitor
- work in conjunction with all other WNA Panels

BUDGET AND SPENDING AUTHORITY

- Meeting expenses shall be covered in accordance with WNA's financial and expenses policy
- Any other expenses must be approved through the CEO
- The Panel does not have any delegated budget powers, though part of its work shall include monitoring its financial performance against budget

DECLARATIONS OF INTERESTS (Byelaw 6.5)

All members shall comply with the WNA's Conflict of Interest Policy. Declarations of interest must be requested at the beginning of every meeting by the Chair and any raised must be noted and the action taken recorded in the minutes.



WNA BYELAWS (6&8)

APPENDIX 2 – AUGUST 2021

PARTICIPATION, ENGAGEMENT AND DEVELOPMENT GROUP (PEDG)

Serviced by: Head of Participation

Reports to: Wales Netball Board and the Chief Executive Officer (CEO)

INTRODUCTION

The Wales Netball Board has previously operated a Development Panel. It is proposed that Wales Netball establish a new modernised Participation, Engagement and Development Group (PEDG) to support the participation of netball throughout Wales

Approval is sought from the Board for this change to previous governance arrangements linked to development.

TERMS OF REFERENCE (ToR)

The PEDG shall advise and support the Strategic Planning for Participation within Wales Netball.

It shall:

- 1.1 Support the delivery of the established strategic plan approved by the Board.
- 1.2 Discuss, consider and recommend the strategic direction for Participation within Wales Netball.
- 1.3 Receive, consider, and approve strategies and policies related to Participation and, where appropriate, recommend these to the Board for approval.
- 1.4 Review Wales Netball Participation Development plans against aims, objectives and targets, and agree actions to meet these measures of success.
- 1.5 Consider strategic issues arising from Participation Development plans and refer recommendations on outcomes and policies to the Board.
- 1.6 Consider and approve policies for the operational implementation of Participation Development Plans.
- 1.7 Translate and activate the strategy for everyone involved in the development pathway.
- 1.8 Monitor, review and advise on aspects including education and training, club affiliation and development, safeguarding and equality.



- 1.9 Advise on the training of grassroots coaches, umpires and team managers and bench officials.
- 1.10 Support the implementation of the domestic competition calendar.
- 1.11 Establish and oversee any appointed sub- groups within the development structure.

MEMBERSHIP

The Chair of Group shall be elected from the named Wales Netball Directors. Director of Participation (Previously Growth) Director of Compliance and Engagement. Director of Equality, Diversity and Inclusion.

Head of Participation (Staff)

Two affiliated members * by invites.

Appropriate Wales Netball Staff (on a meeting-by-meeting basis)

The Wales Netball Board shall ratify members of the Group, for a period of two years. They shall be eligible for re-appointment at the end of their term of office. Where needed, additional sub-groups may be set up to support a specific element or event.

REPORTING PROCEDURES AND PROTOCOLS

The PEDG shall report to the Wales Netball Board via the Chair of the Group. They shall:

- Meet quarterly or as appropriate and minute all meetings
- Conduct meetings face-to-face and/or by virtual conference call and shall communicate decisions reached electronically
- Have a quorum of at least 50% of members present and eligible to vote
- Make decisions via a simple majority of voting members (use of alternates is not permitted)
- If deemed necessary and with the permission of the WN Board, form and oversee specialist sub-groups to carry out detailed work on specific projects or tasks
- Co-opt a person or persons with specialist knowledge to advise on specific projects
- Work in conjunction with all other WN Panels

DATES OF MEETINGS

Normally, the PEDG shall meet 14 days prior to quarterly Wales Netball Board meetings. However, it is agreed that these should be more frequently initially.



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BUDGET AND SPENDING AUTHORITY

The PEDG does not have any delegated budget powers but shall monitor its financial performance against budget. Any financial advice or recommendations shall be made to the Finance and Risk (F&R) Panel for scrutiny and decision-making purposes.

DECLARATION OF INTEREST (BYELAW 6.5)

All members shall comply with the WNA's Conflict of Interest Policy. The Chair shall request declarations of interest at the beginning of every meeting and any raised must be noted and the action taken recorded in the minutes.



WNA BYELAWS (18)

APPENDIX 3 - June 2018

DISCIPLINARY COMMITTEE

MEMBERSHIP (3)

- Two Officers of the WNA, one of whom shall Chair the Committee
- One representative from one of the WNA's other Committees/Panels who shall be appointed by the Board

TERMS OF REFERENCE

The Committee shall have the power to investigate and adjudicate on any alleged misconduct or breach of the WNA's Memorandum, Articles and/or Byelaws by a member of the WNA

PROCEDURES

- The Committee shall have the power to order the offending member to be expelled, suspended or dealt with in any manner thought appropriate
- The Chair of the Committee shall advise the Board of Directors and the CEO of its' decision within five (5) days of any formal meeting and such outcome shall be communicated to the Board at its next meeting.
- Any member subject to any decision of the Committee has the right of appeal



WNA BYELAWS (6&8)

APPENDIX 4 – JUNE 2018

FINANCE AND RISK PANEL

MEMBERSHIP (Maximum of 5)

- The Vice Chair of the WNA
- The CEO of the WNA
- The Finance Director or appointed Finance Specialist
- HR specialist
- Appropriate WNA staff

TERMS OF REFERENCE

- To manage the development of accounting and audit processes
- To oversee all budgeting, financial controls, systems and related policies and procedures
- To examine any taxation and compliance issues and requirements
- To review any investments
- To manage risk and develop and maintain a risk register to ensure that all financial risk to the WNA is minimised
- To take responsibility for any HR management and legislation compliance
- To work with the CEO on any specific legal, financial or complicated contractual issues
- To provide and oversee the production of timely, accurate, meaningful financial information for presentation and approval by the WNA Board
- To develop an annual budget for presentation to and approval by the WNA Board
- To assist the WNA CEO in the monitoring of budgets
- To approve the annual accounts on behalf of the WNA Board
- To assess, review and develop the quality and effectiveness of financial controls, systems and information, insurances and related policies and procedures
- To oversee the development and implementation of performance review and remuneration policies and practices



- To ensure compliance with all statutory company requirements
- To make recommendations on the appointment of auditors/accountants
- To review CEO recommendations and advise the Board on proposed changes to travel and subsistence rates and allowances

The Panel is advisory, making recommendations to the WNA Board and CEO and would:

- meet quarterly as a minimum and minute all meetings
- conduct meetings face-to-face and/or by conference call and/or decisions reached by electronic communication
- have a quorum of at least 50% of members present and eligible to vote, (rounded up to the nearest whole number)
- make decisions via a simple majority of voting members (use of alternates is not permitted)
- report proceedings to the WNA Board and CEO via the Chair of the Panel
- be chaired by the CEO in the absence of the WNA Chair
- if deemed necessary and with the permission of the WNA Board, form, oversee and manage specialist sub-groups to carry out detailed work on specific projects or tasks
- if deemed necessary seek permission from the WNA Board to co-opt a person or persons with specialist knowledge to advise on specific projects
- monitor progress against WNA goals and objectives
- challenge delivery methods
- self-monitor
- work in conjunction with all other WNA Panels

BUDGET AND SPENDING AUTHORITY

- Meeting expenses shall be covered in accordance with WNA's financial and expenses policy
- Any other expenses must be approved through the CEO
- The Panel shall have some delegated budget powers

DECLARATIONS OF INTEREST (Byelaw 6.5)

All members shall comply with the WNA's Conflict of Interest Policy. Declarations of interest must be requested at the beginning of every meeting by the Chair and any raised must be noted and the action taken recorded in the minutes



WNA BYELAWS (19)

APPENDIX 5 - June 2018

INDEPENDENT APPEALS COMMITTEE and PROCEDURES

MEMBERSHIP (3)

Three (3) impartial persons, one of whom shall not be involved in Netball in any way

TERMS OF REFERENCE

On appeal by a member who has been subject to disciplinary action, the Committee shall review the outcome of a Disciplinary Committee sitting and may affirm, vary or rescind that decision

PROCEDURES

1. Appeals must be submitted to the WNA CEO within ten working days of the imposition of any sanction by the Disciplinary Committee and should be accompanied by a £100 deposit which shall be refunded if upheld
2. The Independent Appeals Committee (hereafter referred to as "The Committee") shall hear the appeal no later than 28 days after the receipt of the appeal by the Chief Executive
3. The appellant(s) shall be entitled, within 48 hours of being notified of the composition of the Committee, to lodge an objection with the Chief Executive Officer against any member of the Committee who can be shown to have a direct personal involvement or interest in the matter. The appellant shall provide appropriate evidence in support of any such claim. The Chief Executive Officer shall review the appointment, consulting as appropriate, and if in agreement with the objection shall be authorized to make an alternative appointment with immediate effect. The date of any hearing already set may be postponed to a date no less than 14 days after the date of any such alternative appointment
4. The Committee shall set its own terms of operation and may choose to call any witnesses to attend a more formal hearing. The Committee shall appoint its own chairperson



5. The Committee has the power to uphold, amend or overrule the decision of the Disciplinary Committee, or increase the severity of any disciplinary action. All decisions made using the available evidence in conjunction with Wales Netball Articles and Byelaws shall be reported back to the Chief Executive Officer
6. Not less than 14 days prior to the date of the hearing the chairperson of the original Disciplinary Committee responsible for the decision which is the subject of the appeal shall provide to the Chief Executive Officer a written statement for the Appeals Committee, together with any supporting documentation, detailing, as appropriate:
 - a. the circumstances of the alleged breach or misconduct
 - b. the decision taken
 - c. any appropriate justification or explanation
 - d. the information that was considered in reaching the original decision (e.g. regulations, reports, correspondence)
7. The Chief Executive Officer shall ensure that all relevant information is provided to the appellant(s), the person or body responsible for the original decision and to all members of the Appeals Committee at least three working days before any meeting
8. The appellant(s) may present to the Committee whatever written submission they consider appropriate. The appellant(s) shall ensure that the members of the Committee receive this information at least five working days prior to the meeting in order to give them sufficient opportunity to study the submission
9. The appellant(s) shall not, under any circumstances, verbally address any member of the Committee, or enter into any discussion, either in person or through an intermediary, with any member of the Committee prior to the appeal being heard or during the course of the hearing other than by way of direct representation during the hearing. Any member of the Committee who is approached improperly is bound to notify the Chairperson of the Committee and any wilful breach of this clause by the appellant(s) shall be considered as misconduct and may subsequently lead to disciplinary action of its own, but such action should not be considered until the outcome of the appeal is known
10. When the appellant is an individual they may be accompanied to any hearing by one person of the appellant's choice. Where the appellant is a school, club, league or Area association or other body, the appellant may be represented by up to two of its members



11. The Chairperson of the Committee shall ensure that the appeal is heard in a manner which allows all parties to state their case fairly and the Committee may, if they so choose, invite a technical advisor (for example, a respected senior official, a lawyer or an accountant) to be present, if it considers that this would benefit the process of hearing of the appeal
12. It is inappropriate for the appellant(s) and other parties to be present simultaneously. No form of cross-examination shall be permitted
13. Once the appeal has been heard the Committee shall withdraw to consider its decision and shall, upon the making of the decision, recall the appellant(s) into the meeting and advise the appellant(s) of that decision. No further discussion is permitted at that time, and the appellant(s) shall then leave the meeting. In certain circumstances the Committee may decide that it is unable to reach a decision at the time and decide to reconvene to consider and deliberate further on a subsequent occasion
14. The Committee should then advise other interested parties present of the decision. No further discussion is permitted related to the matter at that time
15. The Committee shall confirm to the appellant(s) and the other interested parties, including the Chief Executive Officer, the decision of the Committee in writing as quickly as practicably possible, by email, fax or post
16. Where it is necessary to expedite the consideration of the appeal, the Chair of the Committee may vary certain of the above conditions but if this action is intended, then the appellant(s) should be advised and given an opportunity to lodge an objection to this proposal to modify the procedure. Normally, the modification should not be carried through against the wishes of the appellant(s), except where the objection by the appellant(s) is without just cause
17. The Committee may, in certain exceptional circumstances, refer any appeal that cannot be resolved to the CCPR Sports Dispute Resolution Forum (or such equivalent body as may exist) for advice before detailing their decision
18. If all existing procedures have been exhausted, any further dispute shall be referred to the Sports Dispute Resolution Panel within seven (7) days



WNA BYELAWS (6&8)

APPENDIX 6 – JULY 2021

PERFORMANCE DEVELOPMENT GROUP (PDG)

Serviced by: Head of Performance

Reports to: Wales Netball Board and the Chief Executive Officer (CEO)

INTRODUCTION

The Wales Netball Board has previously operated a Performance Panel. The panel has not been active for the past seven years. It is proposed that Wales Netball establish a new modernised Performance Development Group (PDG) to develop and support all aspects of the performance pathway for the organisation. Approval shall need to be sought from the Board for this change to previous governance arrangements linked to performance.

TERMS OF REFERENCE (ToR)

The PDG shall advise and support the Strategic Planning of Performance within Wales Netball. They shall:

- 1.1 Discuss, consider and recommend the strategic direction of Performance within Wales Netball and support the delivery of the already established strategic plan approved by the Board.
- 1.2 Receive, consider and approve strategies and policies related to Performance and where appropriate recommend these to the Board for approval.
- 1.3 Review Wales Netball Performance against aims, objectives and targets, and in relation to other organisations in its peer group, agreeing actions to meet agreed measures of success.
- 1.4 Consider strategic issues arising from Performance Development plans and refer recommendations on outcomes and policies to the Board.
- 1.5 Consider and approve policies for the operational implementation of Performance plans and policies.

The PDG shall translate and activate the strategy for everyone involved in the performance pathway. They shall establish, oversee and manage any appointed sub-groups working within the performance structure. The PDG shall advise on the following:

- 1.6 performance at national level of elite players, coaches, umpires and team managers;
- 1.7 development of elite coaches, umpires, team managers and bench officials;



- 1.8 overall performance pathway for all those involved in elite performance within the organisation;
- 1.9 talent identification programmes; and
- 1.10 training, development and mentoring of the employed and voluntary elite workforce.

The PDG shall also oversee the INF Rules of The Game, rules changes and protocols, within the Performance Pathway

MEMBERSHIP (Minimum of 7 with no upper limit)

It is proposed that membership of the PDG shall be:

1. The Chair of the Group shall be the Director of Performance for Wales Netball
2. One Wales Netball Board member
3. Head of Performance
4. Head of Participation
5. Welsh Feathers Coach
6. Cardiff Dragons Head Coach
7. Player representative(s) **by invite*
8. External specialist **by invite*

The Wales Netball Board shall ratify members of the Group, for a period of two years. They shall be eligible for re-appointment at the end of their term of office

(Where needed, additional sub-groups can be set up to support a specific element (i.e. medical/ sports science).

REPORTING PROCEDURES AND PROTOCOLS

The PDG shall report to the Wales Netball Board via the Chair of the Panel. They shall:

- meet monthly, progressing to quarterly and minute all meetings;
- conduct meetings face-to-face and/or by conference call and shall communicate decisions reached electronically;
- have a quorum of at least 50% of members present and eligible to vote;
- make decisions via a simple majority of voting members (use of alternates is not permitted)
- if deemed necessary and with the permission of the WN Board, form, oversee and manage specialist sub-groups to carry out detailed work on specific projects or tasks
- co-opt a person or persons with specialist knowledge to advise on specific projects;
- work in conjunction with all other WN Panels



DATES OF MEETINGS

Normally, the PDG shall meet 14 days prior to quarterly Board meetings. It is proposed that for the next twelve months to hold the meetings of the PDG on the first Wednesday of every month or as close to this as possible, thus increasing the number of regular meetings during the current circumstances

BUDGET AND SPENDING AUTHORITY

The Panel does not have any delegated budget powers but shall monitor its financial performance against budget. Any financial advice or recommendations shall be made to the *Finance and Risk (F&R) Panel for scrutiny and decision-making purposes*

DECLARATIONS OF INTEREST (BYELAW 6.5)

All members shall comply with the WNA's Conflict of Interest Policy. The Chair must request declarations of interest at the beginning of every meeting and any raised must be noted and the action taken recorded in the minutes.



WNA BYELAWS

APPENDIX 7 – June 2018

BOARD OF DIRECTORS

Articles 6, 7, 8, 9 and 10 and Byelaws 4, 5 & 7

The Board of Directors are collectively responsible for:

- Defining the Association’s purpose, direction and priorities
- Developing a governance policy “umbrella”
- Specifying key outcomes and approving the availability of appropriate resources
- Establishing a framework for assessment and risk
- Ensuring that there is appropriate succession planning
- Ensuring that the Association complies with the statutory and contractual requirements and with the Association’s policies
- Appointing, supporting, evaluating and rewarding the Chief Executive Officer
- Gaining members’ and stakeholders’ views in determining direction and goals and maintaining communication with them
- Setting standards and evaluating the performance of the Board



WNA BYELAWS (6&8)

APPENDIX 8 – OCTOBER 2022

LEGAL AND GOVERNANCE GROUP (LGG)

Serviced by: CEO

Reports to: Wales Netball Board and the Chief Executive Officer (CEO)

INTRODUCTION

It is proposed that Wales Netball establish a new Legal and Governance Group (LGG) to support the legal and governance aspects of netball throughout Wales.

TERMS OF REFERENCE (ToR)

The LGG shall advise and support the development and approval of policies. The LGG shall review and advise of external legal opinion.

They shall:

1. Support the delivery of the established strategic plan approved by the Board.
2. Discuss, consider, and approve current and future policies within Wales Netball, and where appropriate, recommend these to the Wales Netball Board for approval and a bleak or approve these policies as a Group.
3. Consider and approve policies for the operational implementation of Participation, Performance and Operations departments.
4. Monitor, review and advise on aspects relating to legal documentation, legal agreements, policies affecting governance, safeguarding and equality.



MEMBERSHIP

It is proposed that membership of the LGG shall be:

- The Chair of Group shall be elected from the named Wales Netball Directors
- Director of Legal
- Director of Equality, Diversity, and Inclusion
- Director of Governance and Policy
- Director of HR
- CEO
- Appropriate Wales Netball Staff (on a meeting-by-meeting basis)

The Wales Netball Board shall ratify members of the Group, for a period of two years. They shall be eligible for re-appointment at the end of their term of office.

Where needed, additional sub-groups may be set up to support a specific element or event.

REPORTING PROCEDURES AND PROTOCOLS

The LGG shall report to the Wales Netball Board via the Chair of the Group. They shall:

1. Meet quarterly or as appropriate and minute all meetings
2. Conduct meetings face-to-face and/or by virtual conference call and shall communicate decisions reached electronically
3. Have a quorum of at least 50% of members of the Sub-Group present and eligible to vote
4. Make decisions via a simple majority of voting members (use of alternates is not permitted)
5. If deemed necessary and with the permission of the WN Board, form and oversee specialist sub-groups to carry out detailed work on specific projects or tasks
6. Co-opt a person or persons with specialist knowledge to advise on specific projects
7. Work in conjunction with all other WN Panels

DATES OF MEETINGS

The LGG shall meet 14 days prior to quarterly Wales Netball Board meetings.

BUDGET AND SPENDING AUTHORITY

The LGG does not have any delegated budget powers or budget to monitor. Any financial advice or recommendations shall be made to the Finance and Risk (F&R) Panel for scrutiny and decision-making purposes.



WALES NETBALL
PÊL-RWYD **CYMRU**

DECLARATION OF INTEREST (BYELAW 6.5)

All members shall comply with the WNA's Conflict of Interest Policy. The Chair shall request declarations of interest at the beginning of every meeting and any raised must be noted and the action taken recorded in the minutes.