



Yorkshire Netball
AGM Report
2022-2023 Season

TABLE OF CONTENTS

1. Chair's Report
2. Governance and Finance Report
3. Safeguarding Report
4. Marketing and Communications Report
5. Competition and Officiating Report
6. Volunteering Report
7. Insight Report
8. Equality, Diversity and Inclusion Report

Chair's Report

Firstly, I would like to extend my immense thanks to all of those that have made netball happen across Yorkshire over the past 12 months. The hard work, passion and commitment of our volunteer community is something we should all be very proud of and it isn't lost on me the privilege I have in being chair of Yorkshire Netball.

The focus of the Regional Management Board has continued to be on building a professional infrastructure, aligned to Tier 1 of the Code for Sports Governance, a requirement for all those organisations linked to or receive Sport England and/or UK Sport funding. The Code uses a framework of five Principles of good governance:

1. Structure
2. People
3. Communication
4. Standards and conduct
5. Policies and processes

I am pleased to report that we have achieved this Tier pending England Netball approval and my thanks to Jade Gerrard (Vice Chair) and Laura Elson (Volunteering Lead) in particular, who along with myself, have led this piece of work which is no small feat!

Alongside our focus on governance, we have also recruited new members onto the RMB as well as increasing our working group resource in the areas of volunteering, marketing and communications and competition and officiating. Our focus remains on bolstering our working group memberships, in the areas our insight tells us we need further development and investment. If this is something of interest, please get in touch!

To those of you that completed our membership survey, a massive thank you, as this provided us with valuable insight that will help us develop a 4-year plan, giving us the confidence to ensure our financial and people resource is aligned to what our members require of us. More information on this and future insight plans can be found in our Insight update later in this report.

The main themes we as a RMB will be focussing on in the next 12 months are:

- Strengthening our partnerships with County Netball Associations, England Netball colleagues in Yorkshire, and Leeds Rhinos Netball.
- Establishing a strong brand, identity and strategic vision as an Association that our members can identify with, increasing our connection to clubs, schools and workforce.
- Launch a 4-year plan in a collaboration with our key stakeholders which sets out our key deliverables, and what our members can expect from us.
- Continuing to recruit to bolster our working group resource and support the delivery of our 4-year plan.

Alongside the above themes we will also be looking to develop a strong people focus, continuing to underpin all we do through a strong EDI lens and empowering our members with safeguarding resources and signposting in conjunction with England Netball and NSPCC expertise.

I hope you enjoy reading all that we have delivered in the last 12 months. I certainly felt pride at what our RMB members have worked hard to progress and achieve and I want to extend my thanks to my RMB colleagues for the time they give alongside their other volunteer roles and the passion they show to help Yorkshire be a netball community to be proud of.

We are also looking at plans to celebrate Yorkshire Netball's 50th Anniversary, look out for more information coming soon!

Sian Foley
Chair

Governance and Finance Report

Governance Code

We are close to completing and compiling with the Tier 1 Health check. This is a requirement for all Region and County associations.

Key areas of focus for governance moving forwards:

Succession planning and managing our volunteers

- Forward planning of meeting, information and systems and embedding Microsoft.
- Open communication to ensure all documents are shared and accessible to members for full transparency on the new website.
- Constitution, a number of constitutional changes have been recommended as part of the AGM to help us with our processes and to meet the requirements of the code as well as to simplify the constitution to make it easier to utilise as a volunteer and member.

AGM

Initial focus for new members of the group has been to ensure smooth running of the AGM. It is noted that there has been a delay based on previous years; but recruitment has impacted availability of the group to progress. Hopefully all members recognise the impact the region has had in the last 12 months and appreciate the delay means the AGM will run effectively and efficiently.

Budgets and Finance

Our new treasurer will be taking a lead to review all financial procedures and comes with a wealth of experience in the sports and volunteer space. With a number of new members, it feels appropriate to take on these reviews and check and challenge our processes; to ensure transparency, efficiency and risk. Budget processes are currently being updated and allocated to allow our new working groups to start putting insight and plans into practise.

Key points to note:

- Changes have been proposed to the constitution as mentioned above
- Proposed for no increases to member fees
- Financial report is included in AGM papers which have been audited

Jade Gerrard

Vice Chair/Governance and Finance Lead

Safeguarding Report

2022/23 Assessment and understanding the landscape

Everyone involved in netball in Yorkshire (players, coaches, officials and supporters) should be able to do so in a positive, safe and supportive environment. Within that environment it is necessary for everyone to have awareness of and access to information and support to deliver standard required

In the last 12 months efforts have been undertaken to clarify and promote what support individuals, organisations and all involved in netball have access to in order to deliver a safe and positive experience.

There was also a need to seek understanding of levels of positive or negative practice in Yorkshire netball and if any issues were perceived as in existence, to work with England Netball (EN) to plan for addressing these. When undertaking assessment, the RMB recognised the UK Coaching definitions of safeguarding and child protection stated as;

- Safeguarding 'The structure and systems to prevent children coming to harm'
- Child protection 'Procedures to respond effectively to concerns about a child'

Assessment of assets and available guidance

Consideration of the range of and nature of guidance and support available for those seeking it in regards to safeguarding and welfare highlighted an extensive range of valuable information available on the England Netball website. <https://www.englandnetball.co.uk/governance/safeguarding/>

Information available has recently been updated and seeks to provide accessible support and includes policies, standards, codes of conduct and a pre-season toolbox of guidance

While extensive, discussion with EN recognised the value in potential campaigns and promotion to improve understanding including where exactly to find the guidance, understanding what warrants concern or not, how to report a matter of concern and to aid understanding of the process.

Safeguarding in Yorkshire netball

Aim - For Yorkshire to be a region recognised for its proactive approach to the promotion and delivery of good safeguarding practice that ensures a safe positive experience for everyone involved.

Objective - To promote a positive culture, and awareness of acceptable standards and support to challenge behaviours deemed detrimental to providing positive experience and/or that pose a risk to the wellbeing and safeguarding of those involved with Netball in Yorkshire.

Our priorities to achieve this are to:

1. Improve Safeguarding awareness and good practice through RNB led and partners led (UK coaching, EN) communication and campaigns.
2. Support promotion of EN safeguarding tools and information available to our clubs, coaches and parents.
3. Support opportunities for safeguarding training and education to increase adherence to required EN standards
4. Work with EN to improve RNB understanding and awareness of ongoing trends and safeguarding concerns in Yorkshire.
5. Support clubs, schools, colleges and universities to meet EN safeguarding standards.

Keith Morris
Safeguarding Lead

Marketing and Communications Report

General Update

The Marketing and Comms working group was formed November 2023 with the purpose of supporting the region to become more connected and engaged. The group has since focussed on baselining communication channels, gaining access to key platforms, creating governance structures, and connecting with England Netball and subject matter experts in the region to discuss future plans. The working group now has a set of priorities to work to for the rest of the year which will create a great foundation for growth.

2024 Priorities

Communities and audiences – A key area for attention is the ability to broaden our reach by ensuring our communities and audiences are optimised. This is crucial for us to ensure we can share the right information to the right people at the right times.

In order to do this, we need to;

- build following on our social platforms, which each need to align to a platform strategy so they have a clear purpose (underway)
- begin to share relevant content which is already available from sources such as England Netball (underway)
- create a wide-reaching email distribution list (underway)
- ensure our website is easy to find and information is curated in a user-friendly way (underway)
- invest in search engine optimisation to drive up website traffic and ensure users are presented with useful results based on their search criteria

Brand – Yorkshire netball is going through a period of change whereby we will have a refreshed and renewed focus on connecting with our membership. As such, we are keen to ensure the brand is reflective of this and represents a new era of Yorkshire Netball.

Our areas of focus for this are;

- redesign of the Yorkshire Netball logo and colour palette to reflect who we are and what we are trying to achieve (underway)
- documentation of the brand guidelines, including when Yorkshire Netball branding and England Netball branding should be used and a consistent tone of voice
- an engagement event to launch the new branding and meet existing and prospective membership

Content creation – Once we have established a network, we can then build a content runway to share useful information, drive up engagement and provide platforms for connection across the region.

Our areas of focus for this are;

- creating a feedback loop with the membership on what they want to see and hear about and whether it's hitting the mark
- creating a runway of events to celebrate Yorkshire Netball turning 50
- monthly 'hot topics' or focus areas, utilising and promoting resources in the region
- quarterly email newsletter

Asks from the membership

Achieving our goal of becoming a more connected region, requires us to be member led, which in turn means we need to hear from our membership, and we need to be able to contact them.

In order for us to do this, we need;

- Follow us on social media channels (Instagram, Facebook and X)
- Engage in our polls and tag us in posts
- Ensure email addresses are up to date on ENgage
- Review marketing preferences on ENgage to reflect how you are happy to be contacted

Hayley Tepliakov

Marketing and Communications Lead

Competition and Officiating Report

Competition

Aims & Objectives of Regional Competition

Increase the number of clubs in England Netball Premier League; Within 2 years (end of 2023 season) – increase of 1 team.

This objective was not achieved within the given timescale due to the impact of Covid however this time was used to review the existing senior regional competition structure. For the region to deliver on its aims and objectives the competition needs to evolve and change to ensure it is offering competitive netball to those teams that aspire to play performance netball with an aspiration to gain entry for EN Premier League. From September 2023 Yorkshire Netball reset the regional competition, with clearly defined requirements and purpose of the league. An entry tournament took place on Saturday 16th September 2023 at York University with 22 teams taking part. The results from this tournament (20 teams) formed 2 new divisions for the start of the 23/24 season.

Within 5 years (end of 2026 season) – increase of 2 teams (meaning no less than 4 teams).

Based on the new senior league structure new teams are challenging for historically unchallenged placings within the Premier league and we are confident that this objective will be achieved.

Clubs put forward for National Finals (under 14 & U16's) are able to challenge for a top 8 placing (18 teams in each age group, 2 per region)

2022/23 results

U14 Leeds Athletic finished 7th

DNC finished 17th

U16 Kingston finished 10th

Leeds Athletic finished 18th

Following the senior league reset, the intention is during the 23/24 season to review and evolve the junior regional league competition through consultation with counties and clubs on how we move forward to achieve and sustain the objective of top 8 placings.

Offer tournaments aimed at teams not in regional competition.

- *Given opportunity to access regional competition*
- *Support player playing development*
- *Opportunity to play teams and players from outside of own county.*

This objective has been successful with a number of non-regional tournaments taking place (U12/U13/U14/U16). Feedback received from coaches, players and spectators has been incredibly positive and we will continue to offer non regional competition going forward to offer more regional match play opportunities/competition across the different ages.

Focusses for the 23/24 season

- Complete reset of senior league.
- Continue to deliver core regional competition (senior league, junior league and national schools).
- Deliver regional junior play offs.
- Evolve further non regional competition offering by way of tournaments.
- Start discussion/consultation with country chairs regarding junior league reset ahead of the 24/25 season.
- Deliver senior regional league play off tournament (June 2024).
- Continue to support the regional volunteer recruitment programme.
- Creation and publication of regional events calendar.
- Maximise opportunities with members at regional events.

Officiating

Yorkshire Netball is serviced by a dedicated group of volunteers who officiate at games and tournaments across the region as well as assessors, tutors, and mentors.

2021/22 season saw England Netball change the way the Umpire Officiating awards were delivered, with the Into Officiating and C Award Umpire courses moving to online. The introduction of the Into Officiating award was the first step on the Officiating pathway and meant that learners needed to attend and pass the practical assessment before moving onto the C award umpire course (traditionally the course prior to C award was optional).

For the 2022/23 season, the following umpire assessments have been achieved by members of the region.

Officiating Award	2022/23
A Award	2
B Award	2
C Award	43
Into Officiating	78
Table/technical Official*	0

*No Table/Technical Officials course has been released by England Netball.

Regional League Competition – stated that those umpiring in the league must hold a minimum of B award, this is for both seniors and junior competition. Those identified C-B umpires (identified by an appropriate qualified EN assessor) may also umpire in the Regional Junior League Competition to support their development and access to regional competition. Following the return to play from Covid the region didn't bring back the requirement for umpires to complete the Beep test, however Yorkshire (as well as many other regions and England Netball) have confirmed the intention is that this will return for the 2023/24 season, whilst many recognise it isn't an exact measure to replicate the requirements of an umpire it is the measure in place at this current time.

Regional Tournaments – All regional tournaments have a minimum of C award umpire for its tournaments, for the participation tournaments introduced at Junior age groups this year, any clubs/teams entering were responsible for sourcing their own umpires. The region has an identified number of tournaments where it looks to appoint the umpires,

- Regional Junior League Playoff's
- Regional League Playoff's
- Under 12 Festival
- Regional Round of National Schools

Umpires are appointed to tournaments, then clubs (as part of their entry fee) contribute to umpire expenses.

Priorities for 2023/24

- Development and access to regional tournaments for those identified C – B umpires.
- Access to mentors for umpires officiating at regional tournaments (in line with the EN mentoring programme which is due to be rolled out during the 2023/24 season)
- Organisation of B award assessments
- Work with England Netball to organise B award courses in the Yorkshire Region for the 2023.24 and 2024.25 season to ensure a pipeline of opportunities.
- Look at CPD opportunities for Umpire Assessors and Mentors, offering an annual programme.
- Work with England Netball to support the roll out of the 2024 rules to clubs, umpires and officials involved in Regional and County Competitions.

Jayne Field
 Competition and Officiating Lead

Volunteering Report

Introduction

In January 2023 Yorkshire Netball introduced a new role of Volunteering Lead, and a Volunteering Working Group. This group are now responsible for:

- Developing Board and Working Group Volunteering Roles and management their recruitment to ensure the Board recruits diverse skills and experience to Yorkshire Netball.
- Leading on capturing nominations for the annual ONE Awards and ensuring winners and nominees receive recognitions for their volunteering in the region.
- Promoting volunteering opportunities in our sport across the region.
- Matching individuals with volunteering opportunities in netball clubs and organisations.
- Developing the recognition and celebration of netball volunteers in Yorkshire.

Group members are Laura Elson - Volunteering Lead, Polly Roberts - Volunteering Group Member, Linda Ginesi, Marketing and Comms Group Member, leading on promotion of Volunteering Opportunities. The group welcomes new members with experience of volunteer management.

Recruitment Update

In 2023 we created best practice, inclusive volunteer role descriptions for all RMB and WG roles. Our first formal recruitment campaign was carried out in October 2023. Roles have been advertised through 13 Volunteer Centres in Yorkshire, BUCS leads in Universities, Reach Volunteering, Do-IT volunteering, Getting on Board, Sport and Rec Alliance, email campaign to our list of people interested in volunteering, club, and county leads, past ONE awards winners, nominees and nominators.

This successful recruitment campaign led to the recruitment of new people to 4 key Board roles and 9 new volunteers joining Working Groups or taking on specialist project roles, bringing a brilliant range of professional skills and netball experience to strength our organisation as we begin delivery of our strategic plan.

Going forward we will work with the new Marketing and Comms group to map and better reach key audiences and make better use of netball community Facebook groups, which are likely to be our best source of applicants.

Induction

We developed a best practice volunteer induction pack for new Board and Working Group Members. This means that new volunteers to our organisation can now access the key information and support they need to get settled in their roles quickly. The Volunteering Group are now in a position to help clubs and netball organisations develop induction packs for their own organisations.

ONE Awards

The 2023 ONE Awards were our first annual volunteer recognition event with dedicated resource to support volunteer recognition form Yorkshire Netball. The Volunteering Group trialled a number of channels to promote the opportunity to for the netball family to nominate the brilliant volunteers they would like to see recognised.

We received a record breaking 103 nominations and we were delighted that 2 Yorkshire Netball finalists were recognised at the National Volunteer Awards delivered by England Netball in October 2023, *Julie Smith (Pioneer of the Year) and Dronfield Netball Club (Club of the Year)*. Our other Yorkshire finalists were *Felicity O' Leary (Outstanding Contribution)*, *Victoria Nowlan (Community Official of the Year)*, *Danielle Rasbuary (Teacher of the Year)*, *Sheffield Concord Netball Club Net4All (Inclusion Award)*, *Beccy Lewis (Adult Coach of the Year)*, *Ava Wild (Young Volunteer of the Year)*, *Alex Styran (Coach of the Year (Children and Young People))* *Lucy Oldroyd (Unsung Hero of the Year)*.

A Huge congratulations to all winners!

We delivered a survey of Yorkshire ONE Awards attendees including nominators and nominees and were pleased to receive feedback rating all aspects of the nominations process and event experience in the high 90%.

In addition to 10 winners receiving prizes in a highly competitive nominations process, we took the decision to invest funds into recognition packs for the top 40 volunteer nominees across all 10 categories, who were chosen

by an independent panel of netball volunteers, rather than the Board. These packs included a branded tote bag, netballs, bottles, chocolates and framed certificates and copies of the wording of the nominations as keepsakes. Nominees were thrilled to receive these and gave strong encouragement to us to deliver the pack again in 2024.

We are taking the learning to plan the 2024 ONE Awards which will be held at a date TBC at Headingley Stadium. We are looking forward to having the support of the marketing group this year to promote nominations and help sell tickets. Please keep an eye on our social media and your emails for details about how to nominate volunteers and buy tickets in due course.

Raising the Profile of Volunteering

This coming year we will start working on 2 key priorities:

1. Mapping volunteering opportunities and promoting them - this includes meeting Rhinos to understand their opportunities and how we can support, promoting the handy EN club finder, which shows those clubs actively looking for volunteers, encouraging clubs and counties to seek our help in promoting vacancies.
2. Identifying potential volunteers and matching them to opportunities, developing links with universities and colleges looking to match students with roles, exploring involving student placements in the work of Yorkshire netball, developing our registered interest list of people who want to volunteer, increasing promotion on Volunteer Centres and other sites, signposting those potential volunteers to opportunities. We have developed a database of potential volunteers who are looking for opportunities and will be inviting clubs and netball organisations to contact Yorkshire Netball to promote their open roles directly to those wanting to volunteer.

Laura Elson
Volunteering Lead

Insight Report

One mission of Yorkshire Netball is to promote netball engagement for all and ensure inclusive growth of netball in our region. To help the Yorkshire Netball Regional Management Board (RMB) realise this mission and ensure RMB endeavours are driven by insight, the Yorkshire Netball Insights (Research) working group was established in March 2023. This is the first working group of this nature across the nine netball regions in England and forms the blueprint for other regions.

The working group is led by Yorkshire Netball RMB Member, Sarah Howard (aka Dr Sarah Mallinson-Howard) and currently also includes Yorkshire Netball RMB EDI Lead, Louise Morby, and sport academics at York St John University and Leeds Beckett University. The purpose of insights is to reveal things that the RMB and related stakeholders/partners can act on. Thus, the first task for the insights working group was to gain participating member and non-member perceptions and experiences of netball in Yorkshire over the past 12 months using reliable research methods (i.e., a survey).

The insights gained have been fed back to members in the form of an online dissemination and discussion event (please see supplementary pdf of slides), cross-checked with England Netball Insights (e.g., the Big Netball Conversation findings for Yorkshire and current Yorkshire Insights maps), and are currently being used by the RMB to help inform the development of a 4-year action plan for netball in the Yorkshire region, that is intended to be member driven and co-created by key stakeholders/partners.

“A more connected, inclusive, and competitive region” (Yorkshire Netball Survey 2023)

Deep-dives into the main themes generated from the Yorkshire Netball survey 2023 (i.e., ‘a more connected, inclusive, and competitive region’) are due to occur over the 4-year action plan period and will draw on a range of reliable research methods (e.g., focus groups, segmentation, longitudinal, and interventions). The first of these planned deep dive activities is currently underway, following a recent focus group with key stakeholders in the region. Insights gained from this activity will again be used to inform and simultaneously update the 4-year action plan.

Working closely with the Yorkshire Netball marketing and communications working group, key insights gained from such activity and the benefits they may hold for the netball community in Yorkshire will continue to be shared via a range of channels (e.g., email, website, and social media) and alternative interactive means (e.g., online and in-person workshops and events with an aim of one per annual quarter).

Should you wish to ask questions, contribute to, or know more about any of the above or the insights we may already hold, please do feel free to contact the Insights Lead, using this temporary email address:

YNInsights@outlook.com

If you are approached by anyone external to the Yorkshire Netball RMB regarding Insights and Research activity, then please feel free to direct them to the Yorkshire Netball RMB Insights Lead so to ensure a connected and inclusive approach to insights in our region.

At this juncture, we would like to take this opportunity to offer thanks again to all those who have taken part in and continue to support our insights activity. Your knowledge and voice are essential to us making well-grounded and intelligent decision, plans, and actions.

Sarah Howard
Insights (Research) Lead

Equality, Diversity and Inclusion Report

Purpose of Report

- Provide some context to this area of work.
- Update members on the work and progress of the EDI work area to date.
- Provide members with the proposed next steps for consideration.

Context

- Our region is diverse in terms of its cultural, economic, and social characteristics. The region encompasses a mix of urban and rural areas, each with its own unique features and demographics.
- Approximately 5.5 million people live in Yorkshire, with 23% (1.25 million) identifying as being from an Ethnically Diverse Community (EDC).
- Kingston-upon-Hull is ranked as the 4th most deprived place in the UK and over 3% of the region's population identifies as LGBTQ+ (higher than the national average)
- Richmondshire in North Yorkshire is the fastest aging area in England, with close to one in four people being of pension age (23.5%) and 18.9% of our population identify as having a disability.
- The educational attainment gap between disadvantaged and more well-off pupils is growing faster in Yorkshire than anywhere else in the country.
- Our recent members survey concludes that despite our region having diversity as outlined in 2.1 and 2.2, our membership is white, middle class and well educated. There remains a need to address the reasons behind these disparities and enhance inclusivity.
- In addition, the survey suggested that our members want a more 'connected, inclusive and competitive' region. EDI is a work area that permeates all three themes, which further justifies the need for an RMB member to lead on EDI, develop a sub-group and deliver the agreed action plan.

Update

- Useful initial data around demographics has been captured via the members survey (See report from Insight Lead for more detail). It is however crucial that we capture qualitative insights around how the region could be more Connected, Inclusive and Competitive.
- A focus group took place in February 2024 that comprised of county chairs/county board members that have a remit for EDI. We explored what work is already happening at a county level and what role the region can play in adding value to EDI work.
- A meeting took place with Nigel Harrison (NH) who is a previous RMB member and the CEO of Yorkshire Sport Foundation (YSF) to discuss the work that YSF are doing around racism in partnership with North Yorkshire Sport and Active Humber, and how our region could benefit from this.
- Potential training and development needs were discussed from an EDI perspective across the wider workforce. It was agreed that further discussions would take place with NH with a view to developing bespoke training around allyship (and bystander training) which could be rolled out across our region.
- A meeting took place with Paul Reddish (PR), who has launched an online resource called Equity Coach. The interface looks very similar to LinkedIn; however, it is all based around Equity in Sport. For a nominal monthly fee (up to £6) individuals get access to the platform, which includes a plethora of resources and modular training opportunities. The resource was designed in partnership with the Chartered Institute for Sport and Physical Activity (CIMSPA) and Professor Kevin Hylton from Leeds Beckett University. LM recommends this content and proposes to facilitate further discussions with PR to explore Equity Coach as something we can utilise across our region.
- As outlined through our research and consultation, need has been identified to capture the opinions and lived experiences of people that are wanting to play netball across the region, but for reasons outside their control, they cannot.
- LM has scoped a research project for a masters level student to undertake as part of their dissertation module. The aim of this research is to understand the underlying factors contributing to the lack of diversity within the Yorkshire Netball community.
- The study would seek to explore the barriers and challenges faced by those from diverse backgrounds in joining and engaging in the sport, aiming to propose targeted strategies that can

effectively promote inclusivity and attract a more diverse range of players and coaches within the Yorkshire Netball community.

- Methods could include: interviews (current and former players, coaches, stakeholders); focus groups (diverse communities); observations (training and events to understand the dynamics and interactions within the netball community that might contribute to the lack of diversity).

Louise Morby
EDI Lead