



VOLUNTEER POLICY NETBAL NEDERLAND

1.0 INTRODUCTION

Netbal Nederland (NNL) is the governing national body for Netball in the Netherlands. The Bond consists of regional netball clubs from the Netherlands and Belgium. Its main activities include promoting the sport locally, managing national competitions, providing training for players and officials, and representing Dutch netball internationally to grow and support the netball community. Volunteers play an essential role in helping us achieve our mission, and we are committed to fostering a fair, supportive, and inclusive environment for all who contribute their time and expertise.

A volunteer is an individual who freely gives their time, skills, and energy to support a club or event without receiving a regular salary or financial profit. They need to be a member of an affiliated netball club or be affiliated to Netbal Nederland as an independent member to be classed as a volunteer.

2.0 COMMITMENT TO FAIRNESS AND INCLUSION

NNL values and respects all volunteers, ensuring fair and equal treatment regardless of age, gender, disability, race, language, nationality, marital or parental status, religious belief, pregnancy, socioeconomic background, sexual orientation, gender identity, or political belief. We actively work to create a welcoming and inclusive volunteer community and commit to regularly reviewing our diversity and inclusion practices.

3.0 VOLUNTEER ROLES AND RESPONSIBILITIES

Volunteers are a central part of all Netbal Nederland's activities, including coaching, team management, officiating, scoring, umpiring, and committee membership. Clear role descriptions are maintained and available upon request via the Netbal Nederland website or from the relevant committee lead. Volunteers are expected to adhere to all policies and codes of behaviour as outlined in Netbal Nederlands policies.

Volunteer positions are advertised through word of mouth, email, Social Media, and the Netbal Nederland website. New volunteers will be welcomed and guided by Bond Directors, who will introduce them to the appropriate members to ensure a smooth transition into their roles.

All volunteers are expected to adhere to NNL's Code of Conduct.

4.0 RECRUITMENT AND BACKGROUND CHECKS

Volunteers working in positions of trust—including youth teams or vulnerable groups, or roles involving overnight travel—must successfully undergo a *Verklaring Omtrent het Gedrag (VOG)* check before commencing their duties. Netbal Nederland will provide guidance on the application process and cover the associated costs where necessary.



In addition, all volunteers working with minors or vulnerable groups are encouraged to review our Child Safeguarding and Protection Policy before starting their role (refer to data and privacy policies for more information).

5.0 TRAINING AND DEVELOPMENT

Netbal Nederland is committed to supporting volunteers in their development by providing access to training resources and programmes. Where required, volunteers will be given training opportunities to enhance their skills, experience, and qualifications. Mandatory training for specific roles will be clearly outlined, and Netbal Nederland will assist in facilitating participation. Training costs may be covered on a case-by-case basis, subject to approval by the committee.

6.0 REIMBURSEMENT OF EXPENSES

To ensure volunteering is accessible to all, Netbal Nederland reimburses reasonable out-of-pocket expenses, including travel and essential equipment purchases. Volunteers must submit expense claims with receipts to the appropriate committee lead for approval before reimbursement. Expense policies are reviewed regularly to maintain financial transparency and fairness.

7.0 COMMUNICATION AND SUPPORT

Volunteers are encouraged to actively engage with the Netbal Nederland community and participate in regular committee meetings. These meetings provide an opportunity to seek guidance, share experiences, and raise any concerns. Volunteers are welcome to reach out to their designated committee lead or Bond Director for additional support at any time.

8.0 CONFLICT RESOLUTION AND GRIEVANCE PROCEDURE

Netbal Nederland is committed to ensuring a positive volunteering experience. If a volunteer has a grievance or concern, they should first contact the appointed Confidential Advisor (VCP), who will assist in resolving the matter. Information about the current Confidential Advisor (VCP) can be found on the Netbal Nederland website. If further action or formal escalation is required, the matter will be handled in accordance with the procedures outlined in the NNL Complaints Policy and the NNL Disciplinary Regulations.

9.0 POLICY REVIEW AND UPDATES

This policy will be reviewed annually by the Bond Council. Any necessary amendments will be communicated to all volunteers to ensure continued alignment with best practices and the evolving needs of Netbal Nederland.

10.0 DOCUMENT HISTORY

Version 01: Policy formation

Version 02: Rewrite conform NOC*NSF requirements

NNL Volunteer Policy	 Netbal Nederland
No: NNL-AD-05-1.0	

NNL is deeply grateful to all its volunteers. Your dedication, passion, and contributions help strengthen our netball community, making the sport accessible and enjoyable for everyone.

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