



Londinium Volley Ltd – Code of Conduct (August 2026)

Respect | Trust | Growth | Success
Ubuntu - “I am because we are.”

1. Purpose & Scope

This Code of Conduct outlines the standards expected of all members, players, coaches, volunteers, officials, parents, spectators, and contractors of **Londinium Volley Ltd** (“the Club”). It forms part of the Club’s governance framework and is enforceable under the Club’s disciplinary and membership policies.

All members agree to abide by this Code as a condition of membership.

Mission: To build a volleyball community where people grow, succeed and belong.
Philosophy: Ubuntu - “I am because we are.” Integrity, collective responsibility and inclusion are behaviours through which members demonstrate the core values.

2. Our Values: Respect | Trust | Growth | Success

These values guide every interaction within the Club.

Respect

We honour the dignity, humanity, and contributions of every member of our community.

Trust

We communicate honestly, act with integrity, and rely on each other to uphold the Club’s culture.

Growth

We strive for continuous improvement — individually, collectively, and organisationally.

Success

We pursue excellence together, recognising that true achievement is shared, not individual.
These values underpin all behavioural expectations in this Code.

3. Governance & Legal Status

Londinium Volley operates as **Londinium Volley Ltd**, a private limited company affiliated with Volleyball England (VE) and London Volleyball Association (LVA). The Club adheres to:

- Volleyball England Code of Conduct
- Volleyball England safeguarding policies
- London Volleyball Association regulations
- Applicable UK safeguarding and data-protection legislation
- The Club maintains the data-protection registrations required for its operations.

Where Club policies differ from external guidance, the stricter standard applies.

4. Core Standards for All Members

All members must:

- **Respect** others in all interactions
- **Build Trust** through honesty, transparency, and responsible communication



- **Support Growth** by contributing positively to team culture and personal development
- **Pursue Success** through teamwork, discipline, and commitment
- **Communicate** respectfully in person and online
- Follow VE and LVA rules
- Avoid behaviour that harms the Club's reputation
- Protect confidentiality and handle sensitive information responsibly
- Support safeguarding for juniors and adults
- Use official channels for concerns

5. Digital Conduct & Communication Standards

Members must uphold the same standards online as in person.

5.1 Official vs Unofficial Channels

- Club communication must occur through **official channels** (email, 360 App, official WhatsApp groups).
- Creating **unofficial team groups** to discuss official Club matters is considered misconduct.
- Excluding members from communication channels is considered misconduct.

5.2 Behaviour Online

Members must not:

- Share screenshots of private conversations
- Spread gossip, rumours, or speculation
- Post negative, misleading, or vexatious content about the Club, its staff, or members
- Use social media to escalate conflict
- Harass, intimidate, or target individuals online

5.3 Social Media

Members must:

- Represent the Club positively
- Avoid posting content that could damage the Club's reputation
- Refrain from naming or shaming individuals
- Seek clarification privately before posting concerns publicly

5.4 Chanting & Match Atmosphere

Chants, cheers, and vocal support must always reflect **Respect, Trust, and Sportsmanship**.

- All chants must **focus on supporting Londinium Volley**
- Chants must **not reference, target, or mock the opposing team**
- Negative, provocative, or antagonistic chants are prohibited
- Spectators and players must avoid any language that could be interpreted as hostile or disrespectful

6. Respect Toward Coaches, Management & Volunteers

Members must:

- Respect decisions made by coaches, officials, and Club management
- Raise concerns through formal channels, not through confrontation or group mobilisation
- Avoid pressuring coaches regarding selection, playing time, or tactical decisions
- Treat volunteers with the same respect as paid staff



- Avoid aggressive, confrontational, or disrespectful behaviour toward any staff member

Examples of prohibited behaviour include:

- Public or private verbal aggression
- Undermining coaches or management decisions
- False allegations
- Mobilising teammates against staff
- Disrespectful behaviour during matches or training

7. Player Conduct

Players must:

- Demonstrate sportsmanship at all times
- Support teammates and contribute positively to team culture
- Respect referees and officials
- Follow coaching instructions
- Avoid disruptive behaviour, including arguing, sulking, or creating division

7.3 Team Continuity, Selection & Removal of Returning Players

Although Londinium Volley does **not require returning players** to attend tryouts as the Club wants to build teams and promote continuity. However, the Club reserves the right to make changes to team composition each season.

The Club may remove or decline to place a returning player if:

- The player over the past season has been difficult to coach and therefore performance has suffered
- Their behaviour, attitude, or conduct has negatively affected team cohesion
- Their presence is reasonably assessed — based on past precedent — as a **risk or threat to the new team formation**, culture, or stability
- The coaching team determines that the player does not fit the tactical, behavioural, and the interpersonal requirements of the upcoming season.

Returning players are **not guaranteed placement in the same team or position**, and team selection and structure remains at the discretion of coaches and Club management.

8. Coach & Team Manager Conduct

Coaches and managers must:

- Lead by example
- Prioritise player welfare and development
- Communicate clearly and fairly
- Maintain professional boundaries
- Avoid conflicts of interest
- Report safeguarding concerns promptly via the official channels provided

9. Volunteer Conduct

Volunteers must:

- Support Club operations constructively
- Respect governance decisions



- Avoid escalating conflict or creating operational disruption
- Maintain confidentiality
- Avoid using volunteer roles to influence team selection or Club governance
- Follow reporting lines and decision-making structures

10. Officials & Referees

Officials must:

- Apply rules consistently
- Maintain professionalism
- Treat all participants with courtesy
- Report misconduct promptly

11. Spectators & Parents

Spectators must:

- Cheer respectfully
- Avoid abusive or inappropriate language
- Respect officials' decisions
- Avoid interfering with coaching or team management

12. Confidentiality & Information Handling

Members must not:

- Share private Club information
- Distribute screenshots of internal conversations
- Discuss internal matters with non-members
- Misrepresent conversations or decisions
- Share sensitive information about juniors or adults
- Use phone numbers or email addresses obtained via Club channels for personal interactions without the written consent of the specific individual.

Breaches will result in disciplinary action.

13. Conflicts of Interest

A conflict of interest occurs when personal relationships or roles compromise impartiality.

Members must:

- Declare conflicts immediately
- Avoid handling complaints involving friends or partners
- Avoid influencing decisions where they have personal interest
- Follow the Club's Conflicts of Interest Policy

14. Safeguarding (Adults & Juniors)

Members must:

- Report concerns immediately
- Avoid behaviour that could be perceived as bullying, harassment, or intimidation
- Support junior players appropriately
- Follow VE safeguarding guidelines



15. Reporting Concerns

Concerns should be reported to the **independent welfare officer**:

welfareofficer.londinium@gmail.com

Concerns should always attempt to provide evidence or witnesses if possible.

Reports are confidential and handled according to the Club's Disciplinary Policy.

16. Disciplinary Process

Step 1 — Report Received

Concern submitted via email only.

Step 2 — Initial Review

Conducted by management or welfare officer (unless conflict of interest exists).

Step 3 — Investigation

May include interviews, evidence review, and consultation with VE/LVA.

Step 4 — Outcome

Possible outcomes include:

- Verbal warning
- Written warning
- Temporary suspension
- Removal from team
- Removal from Club
- Restrictions on communication channels
- Social media conduct requirements

Step 5 — Appeal

Members may appeal within 7 days. Appeals are reviewed by individuals not involved in the initial decision. In order for the appeal to be reviewed, the member will need to pay £100 which, if the appeal is not considered futile, the £100 will be returned, if the outcome reveals otherwise, the deposit will be kept by the Club.

17. Consequences for Breaching Conduct

- Removal from training or matches
- Suspension from teams or programmes
- Removal from volunteer roles
- Termination of membership
- Reporting to Volleyball England or LVA
- Venue bans (where applicable)

18. Acceptance of Terms

By joining Londinium Volley Ltd, all members agree to abide by this Code of Conduct and all related Club policies.



This is a living document which means that it can be updated at any time deemed necessary. All amendments will be communicated to the community.