



CONSTITUTION

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1 Constitution Aims.

- Explain to members (and non-members) what the Club is about.
- Help protect Club members and officers.
- Clarify how Club procedures work.
- Underpin funding applications.

2 The Club's Aims and Objectives

- To offer coaching and competitive opportunities in Volleyball.
- To promote the club within the local community and Volleyball.
- To manage the booking of facilities, and delivery of training and events.
- To ensure a duty of care to all members of the Club.
- To provide our services in a way that is fair to everyone.
- The Club is a not-for-profit organisation.

3 The History

- The Black Country Club was formed under agreement from three feeder Clubs; Cleobury, Stourbridge and Tettenhall with the aim of providing junior players with an opportunity to compete at a National Level. Although the feeder Clubs had all enjoyed success previously at various levels, it was decided to join forces to give a sustained chance for juniors to play at the best level possible. On top of that, it was agreed to provide National League opportunities for players within those Clubs (initially), both junior and adult.

- Although, Black Country VC is now a separate Club, it should be recognised that the underpinning of the Club will remain the three feeder Clubs and, should one of those feeder Clubs fail, then the Black Country project will become a lot weaker because of it. The three feeder Clubs will maintain a small say in the direction of Black Country by having one space each on the Committee (point 6).

4 Membership

- (a) All members must respect the rights, dignity and worth of every person, treating everyone equally within the context of our sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- (b) The membership consists of the following categories:
 - Full member
 - Junior member
 - Student member
 - Club Officials and Volunteers
- (c) All members will be subject to the Regulations of the Constitution and by joining the Club will be expected to accept these Regulations and Codes of Practice which the Club has adopted.
- (d) Members in each player category will pay membership fees.
- (e) Individuals will not be eligible to take part in the business of the Club, vote at meetings or be eligible for selection of any Club team unless the relevant subscription has been paid by the due date and/or membership has been agreed by the Club Committee.
- (f) Individuals who are unable to pay fees may be eligible for support from the Club.

5 Sports Equity

- (a) This Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

- (b) The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- (c) The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- (d) All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- (e) The Club will deal with any incidence of discriminatory behaviour seriously, according to Club disciplinary procedures.

6 Committee

- (a) The affairs of the Club will be conducted by a Committee of twelve Volunteers, which consists of;
 - i. Chairperson
 - ii. Secretary
 - iii. Treasurer
 - iv. Safeguarding Officer
 - v. Junior Lead
 - vi. Social Media Officer
 - vii. Fundraising Officer
 - viii. Men's NVL Rep – (elected by the Men's NVL Squads only)
 - ix. Ladies NVL Rep – (elected by the Ladies NVL Squads only)
 - x. Cleobury Rep – (elected by Cleobury Volleyball Club)
 - xi. Stourbridge Rep – (elected by Stourbridge Volleyball Club)
 - xii. Tettenhall Rep – (elected by Tettenhall Volleyball Club)
- (b) All Committee members must have a valid and active interest in the Club and Volleyball itself.
- (c) The term of office will be for one year. Committee Members will be re-elected annually at the GM.

- (d) If the post of any Committee Member falls vacant, the Committee has the authority to co-opt someone into that position until the next GM.
- (e) The Committee is responsible for adopting new policy, codes of practice and rules that affect the organisation of the Club.
- (f) The Committee has powers to appoint any advisers to the Committee as necessary to fulfil its business.
- (g) The Committee is responsible for disciplinary hearings of members who infringe the club Rules/Regulations/Constitution. The Committee is responsible for taking any action of suspension or discipline following such hearings.
- (h) The Committee meetings will be convened by the Secretary of the Club and be held no less than 3 times a year.
- (i) Only the posts listed above will have the right to vote at Committee meetings.
- (j) The quorum required for business to be agreed at Committee Meetings will be **no** less than 50% of Committee Members.
- (k) To help with the running of the Club, the Committee will form 4 sub-groups in the following areas;
 - I – Finance (to support the Treasurer and offer transparency throughout the Club on all financial matters).*
 - II – Juniors (to aid the running of all Black Country junior teams and competitions. It should include junior coaches and members from Cleobury, Stourbridge and Tettenhall where possible).*
 - III – Social Media and Fund Raising (to promote the Club's activities and help bring in additional finance).*
 - IV – NVL (to include NVL Coaches to ensure a consistent approach across the 4 teams).*

7 Finances

- (a) The Club Treasurer is responsible for the finances of the Club.
- (b) The financial year of the Club is from 1st May and ends on 30th April.
- (c) All Club monies are banked in accounts held in the name of the Club.

- (d) A statement of Annual Accounts is presented by the Treasurer at the General Meeting. A quarterly statement of accounts will be presented at Committee meetings.
- (e) Any cheques drawn against Club funds should hold the signatures of two of three signatories on the chequebook.

8 General Meetings and Extraordinary General Meetings

- (a) General Meetings are the means the members of the Club have to exercise their democratic rights in conducting the Club's affairs.
- (b) The Club shall hold the General Meeting (GM) in May, to:
 - Approve the minutes of the previous year's GM.
 - Receive reports from the Chairman and Secretary.
 - Receive a report from the Treasurer and notification of the Annual Accounts.
 - Elect the Officers on the Committee.
 - Agree the membership fees for the following year.
 - Consider any proposed changes to the Constitution.
 - Deal with other relevant business.
- (c) Notice of the GM will be given by the Club Secretary with at least 14 days' notice to be given to all members.
- (d) Nominations for Officers of the Committee will be sent to the Secretary prior to the GM. Where none are received, nominations can be made at the GM.
- (e) Proposed changes to the Constitution shall be sent to the Secretary prior to the GM, who shall circulate them at least 7 days before the meeting.
- (f) All members have the right to vote at the GM. A parent of someone who is U18, can vote on behalf of their child at the meeting.
- (g) The quorum for AGMs will be 25% of the membership.
- (h) The Chairman of the Club shall hold a casting vote at General and Committee meetings.
- (i) An Extraordinary General Meeting (EGM) will be called by an application in writing to the Secretary supported by at least 10% of the members of

the Club. The Committee will have the power to call an EGM by decision of a simple majority of the Committee members.

- (j) All procedures will follow those outlined above.

9 Amendments to the Constitution

The Constitution will only be changed through agreement by majority vote at an GM or EGM.

10 Safeguarding, Discipline and Appeals

- (a) All concerns, allegations or reports of poor practice/abuse relating to the welfare of children and young people will be recorded and responded to swiftly and appropriately in accordance with the Club's Safeguarding Policy and procedure. The Club Safeguarding Officer is the lead contact for all members in the event of any child protection concerns. They will immediately notify Volleyball England and the Police of any serious allegations and seek their support and advice where necessary.
- (b) All complaints about the behaviour of members should be presented and submitted in writing to the Secretary.
- (c) The Committee will meet to hear formal complaints within *10* days of a complaint being lodged. The Committee has the power to take appropriate disciplinary action including the termination of membership.
- (d) The outcome of a disciplinary hearing should be notified in writing to the person who lodged the complaint and the member, against whom the complaint was made, within *10* days of the hearing.
- (e) There will be the right of appeal to the Committee following disciplinary action being announced. The Committee should consider the appeal within 28 days of the Secretary receiving the appeal.

11 Dissolution

- (a) A resolution to dissolve the Club can only be passed at an EGM through a majority vote of the membership.
- (b) In the event of dissolution, all debts should be cleared with Club funds. Any assets of the Club that remain following this will become the property of the West Midlands Volleyball

Association or Volleyball England to be used for Junior Grassroots Volleyball.

12 Declaration

Black Country Volleyball Club hereby adopts and accepts this Constitution as a current operating guide regulating the actions of members.

Name	Carl Brookes	Position	Chair
Sign		Date	9/5/24

Name	Mandy Smith	Position	Secretary
Sign		Date	9/5/24