



## Malpractice Policy Version 3 Updated April 2017

### Scope

Volleyball England is committed to pursuing the highest standards of probity and the elimination of malpractice and maladministration in the management of our organisation and in the delivery of qualifications. Volleyball England aims to promote accountability and a climate of openness, to encourage the disclosure of allegations of malpractice and maladministration.

We operate in accordance with all relevant legislation, awarding organisational conditions and Volleyball England policy, procedure and related guidance arrangements. In doing so, we are able to prevent, mitigate or effectively manage the occurrence of any alleged malpractice or maladministration.

This policy therefore applies to all personnel, learners and any relevant third parties individuals involved with Volleyball England. Arrangements are in place to ensure all individuals have a safe, ethical and accessible environment in which to fulfil their role within the organisation. Where this is compromised, this policy ensures a safe and accessible procedure for reporting allegations of malpractice or maladministration in a confidential manner. As a result, Volleyball England takes appropriate steps to ensure that individuals reporting allegations are not penalised, are protected and that individuals accused are also protected against false, malicious or anonymous accusations.

Volleyball England is keen to encourage personnel, learners and any relevant third party to report allegations without fear and will ensure that any disclosure is treated with the utmost confidentiality. Anonymous allegations will only be considered if they are of a serious nature and the evidence is sufficient to warrant an investigation and for appropriate action to be taken. For 1<sup>st</sup>4Sport qualifications, allegations will be recorded and submitted to the awarding organisation for investigation.

In the deployment of this policy all personnel, learners and any relevant third parties are required to report any allegation of malpractice or maladministration. Cases of malpractice being withheld or confirmed may result in the imposition of sanctions, penalties or disciplinary procedures on personnel and on learners.

## Definitions

**Malpractice** is defined by Volleyball England as any **deliberate** activity, neglect, default or other practice that is unethical or unlawful, which breaches regulations or conditions placed upon us by awarding organisations. Such **deliberate** activity, neglect, default or other practices may compromise the integrity of our organisational statuses, financial stability, reputation, the reputation of our stakeholders and the qualifications and related assessments we are approved to deliver. As a result, this is unacceptable. This includes deliberate non-compliance with any Volleyball England policy, procedure, guidance.

**Maladministration** is any activity which is **not deliberate**, but which neglects, defaults on regulation, conditions placed upon us by awarding organisations or compromises the integrity our organisational statuses, financial stability, reputation, the reputation of our stakeholders and the qualifications and related assessments we are approved to deliver. This includes accidental non-compliance with any Volleyball England policy, procedure, guidance.

## Objective

In the deployment of this policy, Volleyball England personnel, learners and any relevant third parties are required to report allegations directly to the Project Delivery Team Lead. In doing so for Volleyball England the key objective is to mitigate and/or manage any adverse effects. Examples of malpractice or maladministration, which would require full investigation and subsequent mitigation or management, include<sup>1</sup>:

- committing plagiarism by copying and passing off the whole or part(s) of another person's work, with or without the originator's permission and without appropriately acknowledging the source
- failing to comply with the assessor's/invigilator's instructions and/or 1st4sport's regulations in relation to the assessment and security
- misusing assessment material
- impersonating others by pretending to be someone else, in order to produce the work for another, or arranging for another to take one's place in an assessment
- fabricating and/or altering results and/or evidence, documents and fraudulent claiming of certificates
- using unauthorised material in relation to the requirements of supervised assessment

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<sup>1</sup> This list is not exhaustive and each incident will be treated on a case-by-case basis.

- misusing the access arrangements via reasonable adjustments or special considerations with the aim of influencing the outcome of the assessment
- behaving in such a way as to undermine the integrity of the assessment
- failing to comply with qualification and assessment regulations<sup>2</sup>

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<sup>2</sup> This will lead the relevant awarding organisation to withhold results.  
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## Allegations Reporting and Handling Procedures

Volleyball England Personnel, learners and any relevant third party should submit any allegations of malpractice or maladministration and any evidence in writing via email directly to:

Project Delivery Team Lead  
[coaching@volleyballengland.org](mailto:coaching@volleyballengland.org)

The Volleyball England Project Delivery Team Lead will acknowledge receipt of the allegation within five working days ensuring that for 1<sup>st</sup>4sport qualifications they inform the *1st4sport Incidents and Investigations Manager* of the situation. The Volleyball England Project Delivery Team Lead will then:

- evaluate the evidence and identify outcomes (where attached evidence is fully sufficient and consistent)
- evaluate the evidence and conduct an investigation (where additional evidence needs to be collected and/or validated).

For 1<sup>st</sup>4sport qualifications, once all reasonable steps have been taken to collect and authenticate the evidence, outcomes will be identified. All outcomes are then required to be forwarded to 1st4sport.

Investigation outcomes, which have identified malpractice and or maladministration, are required to be submitted to 1st4sport by the Volleyball England Project Delivery Team Lead.

Address:      FAO: Incidents and Investigations Manager  
                  1st4sport Qualifications  
                  Coachwise Ltd, Chelsea Close  
                  Off Amberley Road  
                  Leeds LS12 4HP

Email:         [IManagement@1st4sportqualifications.com](mailto:IManagement@1st4sportqualifications.com)

The 1st4sport Incidents and Investigations Manager will validate and confirm all outcomes to all relevant stakeholders.

## Outcomes and Penalties

Withholding information or failing to report promptly any suspected cases of malpractice or maladministration by centre personnel may result in the imposition of sanctions on Volleyball England. This may lead to withdrawal of centre statuses.

Personnel who commit malpractice, which is confirmed after investigation, may be subject to penalties, including:

- exclusion from the delivery of the qualification
- exclusion from the assessment of the qualification
- exclusion from the internal verification/moderation of the qualification
- exclusion from the financial/quality management/administration of the qualification
- temporary suspension
- work only under supervision
- undertake specific training

Learners are required to be aware of the penalties for/consequences of breaching regulations, which may include one or more of the following:

- written warning
- disqualification from entering one or more (re)assessments
- disqualification from the whole qualification.

Learners must understand that where the allegations are proven, certificates may be invalid and those already issued may be withdrawn.