



GENDER ELIGIBILITY AND PARTICIPATION GUIDANCE

SEPTEMBER 2025

Gender Eligibility & Participation Policy Guidance

This guidance document is designed to support the implementation of the new Gender Eligibility and Participation Policy.

It is full of information on what the policy means for the different roles within the netball family and what things you may need to consider ahead of the 1st September 2025 season start, including any changes to how you describe the netball activity on offer and who is eligible to play, how to update the relevant competition regulations and what it may mean to you as a player.

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Section 1. Introduction to the Gender Eligibility & Participation Policy

a. Why do National Governing (NGBs) need a Gender Eligibility & Participation Policy?

NGBs have Gender policies to lay out how activities should be managed when they are gender affected.

Gender-affected sports are where physical characteristics typically associated with biological sex (such as strength, speed, physique) can **significantly influence performance outcomes**.

In these sports, **biological sex may give an advantage or disadvantage** depending on the individuals sex, which is why gender categories (e.g. male, female) are often used to create a more level playing field.

The Equality Act 2010 allows sports organisations to restrict or prohibit participation by transgender people in activities where the sport is **gender-affected**.

- Any restrictions can only be made to ensure **fair competition or the safety of competitors**.
- All sports organisations need to have **an evidence- based approach** to making any decisions on whether the sport is gender-affected.

b. Netball is unique

The unique heritage of netball lies in its creation as a sport for women and girls, and England Netball know the vital role the sport continues to play in bridging the gender participation gap in sport.

Netball is a gender-affected sport, meaning that it is important to be clear about gender eligibility to ensure fairness, safety and allow for inclusion.

Mixed and male netball is growing across England. The unique nature of netball however means that unlike many other sports, it is the female game that is most prominent and has led the way for many years.

c. Eligibility in general

Eligibility is commonly used within sports, including netball. The terms eligibility and ineligibility refer to the conditions in which a player or team is either permitted or not permitted to participate in a particular event, activity, game or league.

Age and membership are commonly used to ensure fairness and integrity within sports.

Gender eligibility, describes who is permitted to participate based on gender.

d. England Netball Gender Eligibility & Participation Policy

The Gender Eligibility & Participation Policy requires all organisers of netball activity to be clear on who is eligible to participate based on the following categories;

1. **Female category:** this is for participants/players/athletes biologically female
2. **Male category:** this is open to participants/players/athletes that are male and identify as male.
3. **Mixed category:** this is open to all participants/players/athletes. They can play as the gender they identify with.

The Mixed Netball category is open to everyone, no matter how they identify. It ensures transgender and non-binary people can take part in their affirmed gender, supporting our commitment to inclusivity.

The policy document can be found [*here*](#).

Below is a summary table to help netball organisers and players understand gender eligibility.

	FEMALE CATEGORY	MALE CATEGORY	MIXED CATEGORY
Female at Birth	Eligible	Not eligible	Eligible
Transgender Woman	Not eligible	Eligible	Eligible
Transgender Male*	Eligible	Eligible	Eligible
Male at birth	Not eligible	Eligible	Eligible
Non-Binary - Female at birth	Eligible	Eligible	Eligible
Non-binary - Male at birth	Not eligible	Eligible	Eligible
Transgender & Non-binary players aged 11 & under	The Gender Eligibility & Participation Policy does NOT apply to anyone aged 11 and under on 1 September of the membership year. (largely this will mean all children who are of primary school age). These children can participate in any form of netball in the gender they identify as.		

*If any athlete/player/participant has undergone or is undergoing hormone therapy or treatments that could provide competitive advantage, please refer to the Gender Eligibility & Participation Policy document, clause 7.2.2, you can find it [*here*](#).

e. Reporting unacceptable behaviour

England Netball is committed to ensuring that any transgender or non-binary participant should be able to access and enjoy netball without fear of discrimination, prejudice, or harassment.

Such behaviours are wholly unacceptable and may be subject to disciplinary action under the England Netball Disciplinary Regulations. It is important that any unacceptable behaviour is dealt with, and we would ask that any such incidences are reported [*via this form*](#) under our report a concern process.

For any concerns or questions on reporting unacceptable behaviour, please contact Genderinclusion@englandnetball.co.uk for support and guidance.

Section 2. What does the Gender Eligibility & Participation Policy mean for you?

a. The Basics for everyone

- The Gender Eligibility & Participation Policy will be effective from 1st September 2025.
- The Gender Eligibility & Participation Policy will apply to all ***Recognised & Authorised*** activity and will serve as a ***minimum operating standard***.
- The Gender Recognition Act 2004 allows transgender people to get a gender recognition certificate, which legally confirms their acquired gender. The Act protects gender recognition, making it illegal to share someone's gender history without their permission. This means any information about a person's gender must be kept confidential.
- England Netball promotes zero tolerance towards transphobia. Any inappropriate behaviour/language must be challenged appropriately.
- A standard set of rules is being introduced for mixed netball, similar to how World Netball provides rules for the regular game. Since World Netball doesn't currently offer rules for mixed play, these have been created and used successfully for several years by the England Men's and Mixed Netball Association (EMMNA). You can find the mixed netball rules [here](#).

Performance Netball

All International netball is governed by the ***World Netball Participation and Inclusion Policy***.

- Aligned to the World Netball Policy, athletes must be female at birth to be eligible to be part of the Roses programme.
- To ensure eligibility as athletes progress through the pathway, all stages of the Performance Pathway (from County pathway upwards), are categorised as female (meaning athletes are eligible if they are female at birth).

The England Thorns and Trailblazers programmes (England men's team and pathway, delivered by the England Men's & Mixed Netball Association) are categorised as male. Participation is open to athletes who are male at birth, as well as those who identify as male.

b. We're a Netball Club

We know that most Netball Clubs in England are built on a strong sense of community and belonging, and it is this that makes netball so special. This character trait will be useful when applying the Gender Eligibility & Participation Policy.

- Registered Netball Clubs are required to operate in line with the Gender Eligibility & Participation Policy as part of ***Recognised & Authorised netball*** activity. This policy serves as a ***minimum operating standard***.
- Clubs need to be clear which category(ies) of netball they are providing or wish to provide in the future.
- Sections/sessions are required to be either 'female', 'male' or 'mixed'.
- Clubs can provide opportunities in any or all of the categories; they simply need to be clear who is eligible in which section/session.
- Clubs with sections for children aged 11 and under (usually those in primary school) don't need to apply this policy to those sections.

- England Netball's Safeguarding Policy applies across all netball activity regardless of who is eligible. Clubs should always ensure the safety and welfare of all involved within any activity
- Clubs should treat all individuals with dignity, and respect the gender they identify as, use the title and name they provide, and refer to them in that gender.
- If Clubs wish to start taking part in mixed netball activity the EMMNA and EN website can help you find mixed netball competition opportunities.

c. We're a Netball League

Netball Leagues enable competitive netball opportunities for thousands of people on a regular basis. Competition regulations often define who is eligible to play.

- Registered Netball Leagues are required to operate in line with the Gender Eligibility & Participation Policy as part of Recognised & Authorised netball activity. This policy serves as a minimum operating standard.
- Within the Competition regulations, leagues should stipulate who is eligible to play. The eligibility must include membership, age, and gender as a minimum.
- There should be a consistent approach for managing compliance and sanctions for all categories of eligibility not just gender. To help, we have produced some template regulations that your league may want to use around eligibility. You can find the templates [*here*](#).
- Leagues are not obliged to run mixed activity but can consider if they wish to add a mixed category competition if there is demand; they must however make it clear which category(ies) their league or section within their league is aligned to.
- If there are any disputes or challenges regarding eligibility, these should be managed before or after any match and leagues must share a clear process for members to follow to raise concerns. Any challenge must not be directed to an individual. Template competition regulations around eligibility are available and they include suggested processes for this. You can find the template regulations [*here*](#).
- Leagues and competitions for children aged 11 and under (usually those in primary school) don't need to apply this policy to those sections.
- Leagues should treat all individuals with dignity, and respect the gender they identify as, use the title and name they provide, and refer to them in that gender. This can be achieved whilst upholding the Gender Eligibility & Participation Policy.
- We are working to make some enhancements to the game management system ENgage to support eligibility checks. We are hoping these will be available in August.

d. We're a Region or County Netball Association

Regions and Counties, as well as providing some activity, play an important role in supporting the local leadership of the game.

- Any activity run by Counties or Regions should be in line with the Gender Eligibility & Participation Policy and Recognised & Authorised activity.
- It is appreciated that members, may contact chairs and other committee members to help understand this policy and potentially challenge it. Individuals should be directed to this guidance, and if possible help them identify the most appropriate section to help their situation. [*The FAQ's*](#) on the EN website, may also be of use.

- In the event of any challenge, committee members and chairs should aim to reinforce the messaging within this guidance. If a member continues to challenge, they should be signposted to GenderInclusion@englandnetball.co.uk

e. We're an England Netball Delivery Partner

England Netball delivery partners support the delivery of England Netball programmes, most notably Back to Netball and Walking Netball. Delivery Partners have a partnership agreement in place with England Netball ensuring the activity is recognised and authorised and meets minimum operating standards; this therefore means the activity must be aligned to the Gender Eligibility & Participation Policy.

- Many of our participation programmes, are designed specifically to support females be more active and respond to insight that highlights the female-only environment is an important, motivating aspect of the programmes. There are key elements that are tailored for women and utilise NETBALLHer. That said, Delivery Partners will still be required to confirm who is eligible to attend.
- Where Delivery Partners are running sessions for females; this will mean those recorded female at birth.
- Where there is demand, Delivery Partners are welcome to run programmes that align to the mixed category, this will mean participants of any gender can attend and participate in the gender they identify as.
- Participants should be made aware of the eligibility within a session, so they can make an informed choice about their participation.

f. I'm a player or participant who identifies as trans or non-binary

Whilst players do not need to make decisions regarding the management of the Gender Eligibility & Participation Policy, they do still have a role to play in the effective management of the policy.

- Players should ensure they **understand which categories you are eligible** to participate within.
- To help you understand which categories you are eligible to play we are making some enhancement to the game management system Engage and we will be asking you to update your profile in due course.

g. I am a transgender player

- As a transgender player, like all players, you should ensure you are aware of the categories of netball you are eligible to participate in.
- There is a growing mixed netball provision at both local, grassroots levels all the way through to national competitions.
- England Netball is working hard alongside EMMNA to increase playing opportunities for all.
- A club finder can be found ***[here](#)***.

h. I'm a parent of a player

- Parents of children aged 11 and under (children usually in primary school) should be aware that this policy does not apply to activity for their child.
- Parents should understand which categories their child is eligible to participate within.
- Parents should support their child to identify netball activity that they are eligible to participate in.
- Parents must not challenge the gender of an individual during a training activity or competition. Any concerns should be sensitively directed to the club or league

organiser. Only genuine concerns should be raised. 'Misgendering' of players, particularly children & young people can cause significant upset and offence.

i. I'm a coach

Coaches and Hosts are crucial to creating a brilliant vibe within sessions and ensuring that the needs of participants are met.

- Coaches should ensure they understand which category they are coaching.
- Coaches should ensure that appropriate sessions are planned for the players/athletes within the session.
- Coaches might find it useful to increase their knowledge on gender identity and inclusion. To help we have a handy resource as a starting point; you can find it [*here*](#).
- As coaches already do, coaches should create a positive environment and culture within their sessions, this should be respectful to all individuals.
- Coaches should be aware that this policy does not apply to children and young people aged 11 & under (at the start of the current season, i.e 1st September). Before this age children can participate without restriction.
- Coaches should maintain EN's ***safeguarding policy*** and procedures within all sessions. Within sessions, coaches should continue to monitor any risks and support/respond if necessary.

j. I'm an umpire or official

It's always been said, without umpires and officials, netball activity cannot take place. As an umpire or official, there is no expectation that you are responsible for checking if specific players are eligible; in fact this should not happen. Umpires and officials should continue to officiate games in the same way across all categories of netball.

- Umpires and officials should be aware which category of netball they are officiating.
- If there are any concerns regarding eligibility these should be directed to the competition referee or league organising committee. The process for doing this should be within the competition regulations. Umpires are not expected to manage this on court; games can proceed and if ineligible players are found to be participating, sanctions will be issued in line with competition regulations.

k. I'm a teacher

The Gender Eligibility & Participation Policy should be used by schools that are members of England Netball. Any school competitions run by England Netball, County Netball Associations and/or Regional Management Boards will state within the regulations who is eligible to participate.

Schools who are not members of England Netball may choose to use this policy as guidance within their own activity alongside any Department for Education guidance.

- Activity run by teachers in member secondary schools should be in line with the Gender Eligibility & Participation Policy and Recognised & Authorised activity.
- Primary schools don't need to follow the Gender Eligibility and Participation Policy for netball activities.
- Any school policies or procedures for supporting transgender students should still be followed, especially when it comes to their well-being. The England Netball Gender Eligibility & Participation Policy only applies to playing netball.
- Within secondary school activity, if the netball activity is mixed netball, ***EN's Mixed Netball rules*** should be used.

- If your school is running a Netball Club, it should be clear who is eligible to attend the after school/lunchtime club. The information in the 'I'm a Netball Club' may be helpful for you.
- If your school is organising netball matches or competitions, the regulations of the competition or match should confirm who is eligible to play. In addition, the information in 'I'm a Netball League' may be helpful for you.

Section 3. Pre-season Essentials

The Gender Eligibility and Participation Policy helps everyone in netball understand and fairly handle gender issues in the sport. Organisers should take certain steps before the netball season starts to make sure only eligible players take part.

1. Clarify who is eligible to participate

- All netball activity should identify which categories are eligible to participate. This should be in line with the table on page 4.
- This should be done by understanding the demand from those who are currently playing or would like to play. To help you understand the demand from your players netball organisers should talk to players and explore demand at key points in the season to help plan your provision.
- Netball organisers can, if they feel it is most appropriate have specific sessions or sections of their club or divisions/sections within a league that have different eligibility criteria e.g. a league could have both female divisions and mixed division(s). It should be remembered that within a league, a mixed division cannot be connected via promotion and relegation to a female (or male) division as this would mean some players could be ineligible.
- Clubs may need to understand the eligibility of any leagues that they currently participate within, or plan to participate within in the future as this may help determine your clubs eligibility.

2. Update any documentation that governs your activity

- For registered clubs and leagues, you may need to update some of your documentation to reflect who is eligible. This may include things like your competition regulations. We have template wording that you might want to use, simply select the categories your club or league is open to and you can utilise the corresponding wording.
- Remember to consult your governance documents, some of these changes may need to be shared or taken to an AGM. If you are unsure on this please visit our [***Governance toolkit here***](#) or contact [***complaints@englandnetball.co.uk***](mailto:complaints@englandnetball.co.uk) for help.

3. Communicate clearly

- It is important that athletes/players/participants are aware of who is eligible to participate and this should be clearly communicated.
- For England Netball delivery partners, we will ensure that any programmes promoted on the England Netball session finder clearly show which category they are aimed at and therefore who is eligible to participate.

4. Update records on ENgage

- To help, we are working to add gender eligibility questions to individual ENgage profiles. These fields will determine the player's eligibility. Volunteers will be able to see the eligibility result only. User guides to do this

will be made available as members renew their membership for 25/26 season.

- b. Any eligibility checks should be done through ENgage; netball organisers must not be able to ask for evidence of an individual's gender.
- c. It is acknowledged that there may be gaps in some individual members' records. We will encourage data entry to help avoid any issues regarding gender eligibility and value your support with this too.

5. Players who may be no longer eligible to participate in their current activity

- a. We have a resource that can support coaches have conversations, you can find it [*here*](#).
- b. If you are aware of players who may no longer be eligible to participate, explore any plans of leagues in your locality to consider if any mixed category activity is feasible.
- c. Consider any mixed category activity could be feasible to introduce within your club
- d. Explore and support players to participate in other mixed netball activity in your area. You can find mixed netball activity [*finder here*](#).

Section 4: In Season Management

1. Using ENgage to support you

- a. If there are concerns regarding gender eligibility, ENgage should be used to check eligibility. Access to this information will be restricted to roles with a need to understand eligibility.
- b. This information is classed as personal data and must be treated confidentially and only used to confirm eligibility.
- c. Full user guides will be included on the steps to take to use ENgage for these checks.

2. Insurance

- a. England Netball's centrally arranged programme of insurance extends to all its members. This includes:
 - i. Personal Accident and member to member liability for individual members.
 - ii. Liability cover for registered organisations, qualified coaches, officials, and certified hosts.

Coverage applies only if the activity is ***Recognised and Authorised*** and meets ***Minimum Operating Standards***. All eligibility categories (female, male, and mixed) are included under these conditions, subject to the terms, conditions, provisions, and exclusions of the relevant insurance policies.

- b. Personal Accident insurance is only valid for members who meet the eligibility criteria for participation in the activity.
- c. Liability cover for member organisations remains in place, provided they have taken reasonable steps to ensure compliance with eligibility requirements.

3. Risk Assessments and the Gender Eligibility & Participation Policy

- a. All netball activity must be risk assessed.
 - i. A risk assessment template is available [*here*](#).

- b. Mixed netball rules are designed to promote fairness and reduce potential risks related to physical differences (e.g. strength and build). However, it's important to recognise that such differences can exist regardless of gender. Effective game management and compliance with mixed netball rules should be factored into risk assessments.
- c. Clear communication of eligibility is an essential part of risk management. Participants should be fully informed about eligibility criteria and the category of play they are accessing. This transparency allows individuals to make informed decisions about their participation.

4. Support for transgender players and athletes

- a. It's important to welcome everyone to play and enjoy netball equally and accept people in the gender which they identify whether or not transition is taking/has taken place. There is zero tolerance for transphobia within netball. The use of a code of conduct can be helpful in clarifying this.
- b. If an individual shares they are transgender, you should agree with them what information is to be shared with others, and if this is necessary, how this should be shared. Thereafter, ***England Netball Data Protection Policy*** should be followed.
- c. It might be welcome to encourage transgender individuals to feedback on any language or behaviour that they are comfortable and/or uncomfortable with. This will ensure that any unintended upset is avoided and also allows ensuring any intentional discrimination, harassment or bullying is avoided. It is worth being familiar with the ***Diversity & Belonging Policy*** and the ***Codes of Conduct & Disciplinary Regulations***. Any transphobic behaviour will not be tolerated and must be reported.

5. Safeguarding and the gender policy, including changing rooms and overnight stays

- a. All registered organisations should have adopted the England Netball Safeguarding Policy. Every club should have a Club Safeguarding Officer.
- b. Where clubs and leagues are making use of changing facilities within venues, where possible individual changing cubicles are ideal.
- c. If you are offering mixed netball activity consideration should be given to toilets and changing rooms available when booking facilities,
- d. As a sport we often hire facilities, many facility operators will have policies and procedures in place that you should understand and align to
- e. One option is to consider arriving ready in kit
- f. Photography and videos should not be captured within changing facilities.
- g. If clubs are attending any events that involve overnight stays ***Refer to EN Overnight and Foreign Trips Guidance***

Section 5: What do you need to know if challenges arise?

- Who is responsible for compliance with the Gender Eligibility and Participation Policy?
 - Individuals are responsible for ensuring they are aware of the eligibility of any netball activity and that they are eligible to participate in their chosen activity.

- **Who is responsible for confirming which category netball activity should be?**
 - Registered clubs, leagues, counties, regions and approved Delivery Partners are responsible for ensuring players/participants/athletes are informed of which category the activity is being delivered as (female, male or mixed) and therefore, who is eligible to participate.

- **What should we do if we believe there is non-compliance around the Gender Eligibility and Participation Policy?**
 - Individuals must not be challenged directly on their gender eligibility during activity and everybody must be treated with respect and dignity.
 - This should be reported to Club Committee, League Organiser or Programme organiser. Eligibility will be able to be checked via the ENgage membership system.
 - If these checks are inconclusive or find a player ineligible, you should contact GenderInclusion@englandnetball.co.uk
 - Individuals should not be asked to provide medical evidence of their gender, this is illegal.
 - Regional EDI leads and the England Netball Diversity & Belonging Business Partner (GenderInclusion@englandnetball.co.uk) are also able to support in incidences when there is believed to be non-compliance.
 - Clubs or teams playing individuals who are ineligible may face sanctions according to the league's eligibility rules
 - If there is an intentional breach of the policy by an individual or club/team, it could result in disciplinary action. This would be done in line with England **Netball Disciplinary Regulations**

- **What should we do if an individual challenges us on the Gender Eligibility and Participation Policy?**
 - Show respect and appreciate that this is an emotive topic and there are some strong opposing points of view.
 - If you are able to, share the topline information that demonstrates that you are informed on the situation.
 - Feel free to defer to England Netball Belonging team, if the person has concerns or questions, GenderInclusion@englandnetball.co.uk
 - Try and avoid getting pulled into the detail and lots of challenges around the new policy; EN can support those with particularly strong concerns.

Section 6: Bringing the policy to life through scenarios

Scenario 1

We have a Transgender female currently playing within our club/league/session. What should we do?

First, we want to help individuals understand where they can participate, whether it's within your club or a session specifically for mixed categories. The Gender Eligibility & Participation Policy applies to all netball activities, including training and competitions. As a club, you need to be aware of the eligibility rules for any leagues you're involved in, as this affects the player's participation. If someone is no longer eligible, we should assist in finding suitable activities they can join. Information about mixed clubs and leagues can be found **here**. As a club, league or delivery partner you should also consider the demand and feasibility of providing netball mixed activities

Scenario 2

We have never really thought about gender before now and have no idea how to approach this and we don't know the gender of those within our club/league/session

Don't worry! Make sure you familiarise yourself with this policy, you might also want to do a little bit of learning around gender – [***this resource***](#) might be a good starting point. The introduction of the Gender Eligibility and Participation Policy might be a useful starting point to begin to understand this within your club. Encouraging members to update their records on ENgage will show the club which categories of netball individuals are eligible to participate within.

Scenario 3

We think there might be a Transgender player within our activity, but we're not sure how to approach it and don't want to cause any offence by asking directly, what should we do?

The introduction of the Gender Eligibility and Participation Policy should help and give a reason to understand gender a little more. Perhaps consider issuing an update about this policy and if applicable, explain the eligibility of any competitions your club is participating within. Club Safeguarding Officers could be well placed to be a point of contact, should anyone who reads the information think they may not be eligible for the activity. It is important that such disclosures are treated in confidence and individuals are supported. Encouraging members to update their ENgage profile and give clubs awareness of which categories individuals are eligible to participate within. This information about individuals must be kept confidential.

Scenario 4

There are members of my club, or clubs within our league who object to the Gender Eligibility and Participation Policy and/or the decisions we've made around eligibility.

We know there are often strong opinions around this topic and other sports have also seen this. As a gender affected sport, this policy is designed to ensure, fairness, safety and inclusion within the sport. To conclude our approach, extensive insight and research has been used from surveys within the Netball Family, scientific and medical insight, understanding of lived experiences of individuals as well as understanding approaches by others, including World Netball. There are many who are not from the transgender community, but play a strong allyship to this community. Regional EDI Leads and/or the Diversity and Belonging Business Partner may be able to help in some cases, please contact [***GenderInclusion@englandnetball.co.uk***](mailto:GenderInclusion@englandnetball.co.uk) for additional support.

Scenario 5

Within our club/league we have a transgender woman coaching / officiating. Are they able to continue?

Absolutely yes. The Gender Participation and Eligibility Policy only applies to playing netball, which is affected by gender. People of any gender can join the netball community as coaches, officials, or volunteers in any role within netball.

Scenario 6

We have decided to add a section to our club that is mixed netball, we have a transgender 17 year old in our session. We have received a number of queries from parents in particular wanting to understand how we will manage changing facilities.

Reassure parents that safeguarding and the welfare of all club members are of the utmost importance. If possible, consider identifying toilets and changing facilities that have individual cubicles and are more gender neutral. Some facility providers will also have policies and procedures that can be helpful. It might also be useful, where possible, for players to arrive at netball already in kit.

Scenario 7

We have a transgender player playing for our club how do we explore if the league we play in could provide a mixed netball division or competition?

Contact the league and let them know that your club is impacted by the Gender Eligibility & Participation policy and ask them to consider whether it is feasible to review the categories for a division of the league to support the inclusion of transgender participants, or run a mixed summer league. Consider other mixed competitions available for your club to participate via the EMMNA and EN website

Section 7: Glossary of terms

GENERAL	
Gender Affected Sport	A "gender-affected sport" is defined as one where the average physical strength, stamina, or physique of one sex would put them at a disadvantage compared to the other sex when competing
Gender descriptors/pronouns	Gender descriptors are words and terms used to identify an individual's gender identity, while pronouns are words used to refer to someone without mentioning their name
Affirmed Gender	The Sex that a person identifies as or has transitioned/is transitioning to as opposed to that which was assigned at birth
Female	Possession of XX chromosomes and (in the absence of medical intervention) ovaries and increased circulating oestrogen and progesterone starting at puberty
Male	Possession of XY chromosomes and (in the absence of medical intervention) testes and increased circulating testosterone starting at puberty
Transgender	People whose gender is not the same as, or does not sit comfortably with the Sex they were assigned at birth
Transgender Female/Girl	A Participant who is assigned Male at birth but identifies and lives as a Female. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female
Transgender Male/Boy	A Participant who is assigned Female at birth but identifies and lives as a Male. This may be shortened to trans man, or FTM, an abbreviation for female-to-male

Non Binary	A person who identifies in some way outside of the female, male gender binary
Legal Gender	The Sex or gender that is recognised under the law
Data Protection Legislation	All applicable laws relating to data protection, the processing of personal data and privacy
Equality Act 2010	The Equality Act 2010 is a UK law that protects individuals from discrimination, harassment, and victimisation based on their protected characteristics
NETBALL CATEGORIES	
Mixed Netball	A category of netball in which players of any gender can compete together in the same team. Mixed Netball follows the <i>Netball Rules</i> as set by World Netball, with additional on court gender split requirements as outlined in the EN Mixed Netball Rules
Para Netball	Adapted version of netball in recognition of the Participant's impairment(s) in accordance with the Netball Rules
Bee Netball	Adapted version of Netball (recommended for participants under 11)
Recognised and Authorised	Recognised versions of the game that have been authorised by England Netball
Walking Netball	Adapted walking version of netball in accordance with the Netball Rules
Back To Netball	An England Netball programme that introduces or reintroduces women to netball through a series of coached sessions
World Netball	The international federation (formerly known as the International Netball Federation) recognised by the International Olympic Committee and responsible for world rankings, maintaining the rules for netball and organising international competitions and events and competitions.

Conclusion and Commitment to Inclusion

Our purpose is to lead a movement on and beyond the court and to uphold an unapologetic focus on women and girls whilst opening the game to new audiences to belong, flourish and soar. Our strategy aims to embed the diversity & inclusion throughout the work we do and the destinations we want to reach over the coming years.

Our adventure is driven by our moral compass which is our framework of beliefs, values and ideals we hold fast, that help us stay true to our purpose. **Dedicated to Difference** is one of its driving pillars, where we pledge to promote and celebrate difference,

embracing the opportunity to make our sport a possibility within everyone's reach, ensuring netball is open to new audiences, beyond our current following, to discover the joy of belonging in netball.

Our commitment to this is outlined in our Belonging and Commitment Statement.

“ We pledge to promote and celebrate difference, embracing the opportunity to make our sport a possibility within everyone's reach. ”

