



St Helens and St Helens Bees Netball Equality and Diversity Policy 2026 - 2027

1. Purpose

St Helens Netball Club (SHNC) Bees Netball Club (SHBN) is committed to providing a safe, welcoming, and inclusive environment for every child aged 3 to 12. We believe that all young people should have equal access to netball, free from discrimination, prejudice, or unfair treatment. This policy outlines our commitment to equality, diversity, and fair practice across all areas of the club.

2. Commitment

SHNC & SHBN will:

- Promote an environment where every child feels valued, respected, and supported.
- Encourage participation from girls of all backgrounds, abilities, and experiences.
- Challenge and prevent discrimination, harassment, bullying, or victimisation.
- Ensure that all decisions are made fairly and without bias.
- Provide opportunities for all children to develop skills, confidence, and a love of netball.

3. Scope

This policy applies to:

- All players aged 3–12
- Coaches, volunteers, committee members, and helpers
- Parents, carers, and spectators at all club activities
- All club events, training sessions, matches, and communications

4. Protected Characteristics

In line with the Equality Act 2010, SHBN does not tolerate discrimination based on:

- Age
- Disability
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Gender reassignment
- Sexual orientation



Version 2– Updated July 2026



- Pregnancy or maternity
- Marriage or civil partnership (where relevant to adults involved in the club)

Although our club is specifically for girls aged 3–12, we remain committed to ensuring that no child or adult involved in the club is treated unfairly on the basis of any protected characteristic.

5. Inclusive Practise

The club will:

- Provide coaching that is accessible and adaptable to different learning styles and abilities.
- Make reasonable adjustments to support children with additional needs.
- Use inclusive language and behaviour at all times.
- Celebrate diversity and encourage positive role modelling.
- Ensure kit, equipment, and activities are accessible wherever reasonably possible.

6. Responsibilities

Coaches & Volunteers

- Treat all children fairly and with respect.
- Promote positive behaviour and challenge inappropriate language or actions.
- Report concerns to the Club Welfare Officer.

Parents & Carers

- Support the club's values of respect, fairness, and inclusion.
- Model positive behaviour on the sidelines.
- Communicate any additional needs or concerns to the club.

Players

- Be kind, respectful, and supportive of teammates.
- Celebrate differences and include everyone in play

7. Reporting and Addressing Concerns

Any concerns relating to discrimination, bullying, or unfair treatment should be reported to the Club Safeguarding Lead. All concerns will be taken seriously, handled sensitively, and addressed promptly in line with safeguarding procedures.

8. Monitoring and Review

SHNC & SHBN will review this policy annually or sooner if required. Feedback from players, parents, and volunteers will be welcomed to ensure the policy remains effective and relevant.