



CCNC Equality and Diversity Policy

2025–2026

1. Policy Statement

CCNC (Community & Competitive Netball Club) is committed to promoting equality, diversity, and inclusion (EDI) across all areas of the club for children and adults alike. We aim to provide an environment where every individual feels welcomed, respected, and empowered to participate, regardless of their background or personal circumstances.

We endorse the core values of England Netball and are aligned with the Equality Act 2010, applying its provisions to all members, volunteers, coaches, parents, and visitors.

2. Scope of the Policy

This policy applies to:

- All CCNC members (junior and adult)
- Coaches, volunteers, and committee members
- Parents, carers, and spectators
- Visiting teams and officials
- Club activities, competitions, training sessions, and social events

3. Our Commitment

CCNC will:

- Treat all individuals fairly and with dignity.
- Promote an inclusive and welcoming culture free from bullying, harassment, and discrimination.
- Ensure all opportunities are based on merit and potential, not background.

- Make reasonable adjustments to include members with disabilities.
- Encourage and support under-represented groups to participate and progress.
- Take a proactive stance against discriminatory behavior and language.

4. Protected Characteristics

We will not discriminate based on:

- Age (within legal competition brackets)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

These protections extend to actual, perceived, or associated characteristics as per the Equality Act 2010.

5. Children and Young People

In line with safeguarding best practices, we will:

- Create safe spaces for all young players to thrive and develop.
- Provide age-appropriate activities and adapt for individual needs.
- Promote respectful behavior among juniors, helping them value diversity.
- Ensure all youth-facing staff are trained in safeguarding and inclusion.

6. Adults in the Club

- Adult members are expected to model inclusive behavior and foster an environment of respect and equality.
- We provide opportunities for all adults to participate recreationally or competitively, including women returning to sport and those new to netball.

7. Reasonable Adjustments

We are committed to making adjustments for disabled players, coaches, or visitors. These may include:

- Alternative formats for communication
- Physical access modifications
- Policy or schedule adjustments where reasonable

8. Positive Action

Where certain groups are under-represented in our club (e.g. men in netball, ethnic minorities, LGBTQ+ individuals, disabled players), we may take positive action to encourage participation through:

- Taster sessions
- Community outreach
- Inclusive campaigns and visibility initiatives

These measures will always remain proportionate and lawful under Section 158 of the Equality Act 2010.

9. Reporting and Complaints

Any breach of this policy, including discrimination, bullying, or harassment, can be reported confidentially to:

- Safeguarding Lead
- Club Chair

We will take all complaints seriously, investigate them promptly, and ensure appropriate action is taken.

10. Training and Education

All staff, coaches, and volunteers will receive ongoing training informed by:

- England Netball's Conscious Inclusion modules
- Safeguarding and EDI practices from Sport England and the CPSU

11. Monitoring and Review

We will:

- Review this policy annually (next review: April 2026)
- Collect anonymous demographic data (where appropriate)
- Seek feedback from members to inform future improvements

12. Accountability

The CCNC Committee holds ultimate responsibility for implementing this policy. Every club member shares the duty to uphold it.

Approved by: CCNC Committee

Date: April 11, 2025

Next Review: April 2026