

**STAPLEFORD NETBALL CLUB**  
**2013 - 2014**

**1. EQUAL OPPORTUNITIES POLICY**

Our club has adopted the England Netball Equal Opportunities policy

***Stapleford Netball Club Racial Equality Policy***

**STAPLEFORD NETBALL CLUB AGREE INLINE WITH  
ENGLAND NETBALL'S EQUAL OPPORTUNITIES POLICY  
(1996) WHICH STATES THAT:**

“No participant, volunteer, job applicant or employee  
will receive less favourable treatment  
on the grounds of gender, marital status, social class, colour,  
race, ethnic origin, religious belief or disability,  
or will be disadvantaged by conditions or requirements  
which are not relevant to performance”

***Statement***

- **Stapleford Netball Club** recognises that ours is a multi-cultural society and is committed to providing equal opportunities for people from all communities to take part in Netball.
- **Stapleford Netball Club** recognises that members of some communities may have additional requirements for taking part in Netball and it will take positive action to ensure that the game is accessible to and enjoyable for everyone.
- **Stapleford Netball Club** seeks to identify and eradicate barriers which might preclude members of ethnic communities from participating fully in Netball.



### **Aims**

- To increase participation by players from ethnic communities at all levels of the game.
- To increase representation of members of ethnic communities in the voluntary and professional support structure of the game.
- To ensure that all participants can achieve their potential in Netball in a climate free from discrimination or racial harassment.

In order to fulfil its commitment and achieve these objectives, **Stapleford Netball Club** will produce and implement a Racial Equality Action Plan which will be regularly monitored and updated to ensure that all participants (participants may be current or potential players, coaches, umpires, administrators, other officials and volunteers, spectators and employees), irrespective of their ethnic origin, are treated fairly, with respect and are offered equal opportunities to participate in Netball in whatever capacity and at whatever level they choose.

The Racial Equality Action Plan, which will become an integral part of **Stapleford Netball Club's** overall development plans, will reflect the following aspirations:

- That every participant will be made aware of **Stapleford Netball Club's** commitment to provide equal opportunities to members of ethnic communities.
- That the Racial Equality Policy will be endorsed and supported by participants at every level of the **Stapleford Netball Club** ;
- That member of ethnic communities will be consulted in the development of **Stapleford Netball Club's**.
- That the **Stapleford Netball Club** will work in partnership with other agencies to support the development, implementation and funding of the Racial Equality Action Plan.
- That all staff and appropriate volunteers will receive equity training and will be provided with written guidance on racial equality issues.
- That a local club audit of all participants will be undertaken and updated on a regular basis to monitor the ethnic profile of the membership and staff of the **Stapleford Netball Club**.



- That the make-up of **Stapleford Netball Club** representation on courses and qualification registers will reflect the ethnic profile of the local population.
- That all events, courses, goods and services provided by **Stapleford Netball Club** will be accessible to and promoted to members of all communities.
- That all material printed or published by **Stapleford Netball Club** will reflect the ethnic profile of the population and make use of positive images.
- That the cultural diversity in Netball will be valued and that events and activities run especially for or by members of ethnic communities will be organised or supported.
- That all participants will recognise the significance of the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000 which make it unlawful to discriminate on racial grounds - directly, indirectly or by victimisation – in any of their activities.
- That all participants will recognise their duty to promote equal opportunities and good race relations in everything they do.
- That any member or employee of the **Stapleford Netball Club** who discriminates against or harasses any other person will be liable to disciplinary action in accordance with our disciplinary procedure taken on by **Stapleford Netball Club**



## **STAPLEFORD NETBALL CLUB**

### **EQUAL OPPORTUNITIES POLICY**

**Stapleford Netball Club** has an ongoing commitment to treating people fairly.

No participant, member, volunteer, job applicant or employee will receive less favourable treatment on the grounds of gender, marital status, social class, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

**Stapleford Netball Club will:**

- (a) Adopt a planned approach to eliminating barriers, which discriminate against particular groups.
  
- (b) Give clear guidance to individuals working within the **Stapleford Netball Club** employed or as volunteers, on the commitment to equal opportunities.
  
- (c) Recognise its legal obligations under:
  - The Race Relations Act
  - The Sex Discrimination Act
  - The Equal Pay Act
  - The Disability Discrimination Act.
  
- (d) Continuously monitor and review the selection criteria and procedures in relation to participation and employment to ensure individuals are selected, promoted and treated solely on the basis of merits and abilities which are appropriate to the position.
  
- (e) Promote personal development for all participants, volunteers and employees to support their progress within the **Stapleford Netball Club** and where appropriate, provide specialised facilities, equipment and individual training.



- (f) Fulfil its social responsibility towards its participants, volunteers and employees and the community in which it operates, ensuring that appropriate support is given during time of personal difficulties.

**Direct discrimination** is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

**Indirect discrimination** occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

**Stapleford Netball Club** regards discrimination, as described above, as gross misconduct and any employee/member /participant or volunteer of the **Stapleford Netball Club**, who discriminates against any other person will be liable to appropriate disciplinary action.



## STAPLEFORD NETBALL CLUB

### CHILD PROTECTION POLICY

Our club has adopted the England Netball Child Protection Policy

#### *Child Protection Statement*

"Our Organisation and other have a duty of care for young people and a responsibility to protect them from harm"

A child is defined as being under 18 years of age (The Children Act, 1989)

**Stapleford Netball Club** (SNC) recognises its responsibilities under the terms of the Race Relations Act 1976, Sex Discrimination Act 1975, the Children Act 1989, the Protection of Children Act, 1999, the Disability Discrimination Act 1996 and the Human Rights Act, 1998. Every child who participates in Netball should be able to do so in a fun, safe environment and be protected from harm. **Stapleford Netball Club** places the highest priority on their safety and enjoyment and recognises that they have a duty towards children within the sport and any member providing Netball opportunities must do so with the highest possible standard of care.

Stapleford Netball Club has based its Duty of Care Guidelines on the following core values and principles:

#### **Core Values**

- All young people's Netball experiences must be guided by what is best for that young person
- Adults interacting with young people in Netball should do so with integrity and respect for the child
- All young people's Netball should be conducted in an atmosphere of fair play
- Young peoples' Netball should be conducted in a safe, positive and encouraging atmosphere
- Adults who take a responsibility for young people in Netball have a duty to ensure that they are competent to provide safe and rewarding experiences for those in their care, through appropriate training and education



## Principles

- The welfare of young people is paramount
- All people, but especially young people, whatever their culture, disability, gender, language, racial origin, religious belief or sexual identity, have the right to protection from abuse
- All incidents or poor practice, suspicions and allegations should be taken seriously and responded to swiftly and appropriately
- It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.
- Confidentiality should be upheld in line with the Data Protection Act 1998 and the Human Rights Act 1998.

Young people have a lot to gain from Netball. Their natural sense of fun and spontaneity can blossom in positive sporting environments which promote progress in a child-centred way. Netball provides an excellent medium in which young people can learn new skills, become more confident and maximise their own unique potential.



### **STAPLEFORD NETBALL CLUB – OUR VISION**

**Stapleford Netball Club** recognises that we have a part to play in developing and promoting netball in our area of Broxtowe Borough of Nottingham especially in raising the development of younger players as this the key to sustainability.

**Stapleford Netball Club** has opportunities to link with other organisation e.g. sport development/school and clubs to generate more opportunities in our local community providing enjoyment and easy access to lifelong Netball opportunities and to be creative in this area.

**Stapleford Netball Club** would like to try and aim to fulfil what our members would like in their club and consult them at all points

**Stapleford Netball Club** will work with all members / volunteers and professionals to successful work together to fulfil our ambitions.

### **STAPLEFORD NETBALL CLUB- OUR GOALS**

#### **LIFELONG PARTICIPATION AND COMPETITION**

To develop a community provision and broaden access to appropriate Netball opportunities in Broxtowe area

To provide appropriate and good quality facilities

To create opportunities for younger players to flourish and learn

#### **QUALITY SYSTEMS AND NETWORKS**

Establish effective structures and maximise external opportunities to ensure that the needs of our members



## **STAPLEFORD NETBALL CLUBS**

### **DISABILITY DEVELOPMENT POLICY**

#### **Management and Administration**

Stapleford Netball Club's to develop and maintain our policies and procedure in line with England Netball.

#### **Coaching and Umpiring and Awareness Training**

Stapleford Netball Club's to ensure that qualified coaches and umpires are offered an introduction to disability awareness training and to ensure the same opportunities in coaching and umpiring courses to all disabled person .

#### **Participation**

Stapleford Netball Club's to enable people with a disability (learning or physical) to develop the skills to play Netball appropriate to his or her ability.

#### **Performance and Excellence**

Stapleford Netball Club's to enable disabled players to develop their Netball potential through the provision of a talent identification programme, quality coaching and appropriate competitive opportunities.

#### **Facilities**

Stapleford Netball Club's to ensure greater accessibility of existing Netball facilities to people with a disability.

#### **Information, Publicity and Promotion**

Stapleford Netball Club's to promote communication and new opportunities to promote access participation in playing the game, courses, resources and opportunities for disabled and able-bodied communities.



## POLICY STATEMENT

### MEN AND BOYS PARTICIPATION

Stapleford Netball Club follows guidelines from England Netball and International Federation of Netball Association (IFNA) that state:-

that single sex competition only is permitted, but England Netball has issued the following guidelines which should apply to all Netball activities for young people aged eleven and under (school years 6 and below) and in curriculum time.

Schools, affiliated clubs, leagues and other local Activities must make participation in Netball available to both boys and girls. England Netball in conjunction with BALPE also recognises that in the curriculum time and under supervision of a qualified teacher, Mixed Netball can also be provided to students up to and including GCSE. It is unacceptable to exclude either boys or girls aged eleven and under from any competitive or non-competitive activity.

Equality of access to participation may be achieved by:

- Providing separate girls only, and boys only competition
- Providing a mixed Netball competition

First step Netball has been designed primarily for children aged 7-9 years of age (years 3&4), and High Five Netball has been designed primarily for young players aged 9-11 years of age (years 5&6). **Both games may be played by mixed teams at Under 11 levels.**

Stapleford Netball Club work along side our Local Education Authority guidance Broxtowe sports development and the guidelines have been in existence for a number of years and is supported by Physical Education advisors.

## STAPLEFORD NETBALL CLUB

### MAIN ACTION POINTS

SEPT 2013 / SEPT 2014

## STAPLEFORD NETBALL CLUB

- To apply for funding for new project that will help our club development by Dec 2013. Research funding access e.g. AENA/Awards for All and local Notts County Council and local organisations.
- **Action Kay McKenzie/ Lisa Pearce/Sharon Goffin**
  
- To strengthen links with school and clubs in our local area and county by Dec 2013
- **Action Kay McKenzie/ Lisa Pearce /Zoe Mckenzie**
  
- To promote the netball tournaments with junior and senior schools especially juniors under 11s age group by march 2014.
- **Action Kay McKenzie chair**
  
- To use website and email communication and Face book links more
- **Action Kay McKenzie /Zoe Mckenzie and Victoria Jones by Aug 2014**
  
- To continue to help develop young players to get more involved e.g. umpiring and coaching or just helping in the club with other activities By aug 2014.
- **Action All coaches**
  
- To help players or volunteer to gain awards in umpiring and coaching at least 1 new c award umpire and 1x level 1 coach by aug 2014.
- **Action All coaches**
  
- To implement using the Caps scheme - aiming for a Silver awards especially re policies and procedures by aug 2014.
- **Action -All the committee**

- To order new Kit in line with what players would like by nov 2013
- **Action Lexy Ford and Kay Mckenzie**
  
- To make sure coaches and umpires have been offered child protection courses and first aid courses by Jan 2014
- **Action Kay McKenzie**
  
- To promote more advertising in mags re newsletter and make more use of emailing and website facilities
- **Action Kay McKenzie/Helen Faccio**

