HITCHIN
NETBALL CLUB

Equality, Diversity & Inclusion Policy

Issue: 1
Issue Date: November 2026
Review Date: November 2027
Responsible: Hitchin Netball Club Committee

The Committee is collectively responsible for ensuring this document is implemented, reviewed and updated as required.

Approval

This document was approved by the Hitchin Netball Club Committee at its meeting on 7 November 2026 and the approval is recorded in the minutes of that meeting.

Purpose

Hitchin Netball Club is committed to creating an environment where everyone is treated fairly, with dignity and respect, and where all individuals feel welcome and able to participate in netball.

This policy sets out the Club's commitment to equality, diversity, and inclusion, and aligns with the Diversity & Belonging principles of England Netball and the provisions of the Equality Act 2010.

Scope

This policy applies to all individuals involved in Hitchin Netball Club activities, including:

- Players
- Parents and carers
- Volunteers and coaches
- Committee members
- Officials
- Visitors and spectators

The policy applies to all club activities, including training sessions, matches, camps, events, trips, and online communications.

Policy Statement

Hitchin Netball Club aims to provide a safe, inclusive, and welcoming environment for everyone involved in the Club.

The Club is committed to ensuring that:

- Everyone has equal opportunity to participate in netball.
- Individuals are treated fairly and with respect at all times.
- Discrimination, harassment, bullying, or victimisation is not tolerated.
- The Club actively promotes inclusion and accessibility for all members of the community.

No individual will be treated less favourably on the grounds of protected characteristics as defined by the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

The Club also recognises the importance of supporting participation regardless of socio-economic background or previous experience in sport.

All members, volunteers, parents/carers, and participants are expected to behave in line with the Club's Codes of Conduct and to support an inclusive and respectful environment.

Selection for teams, squads, or volunteer roles will be based on objective criteria such as skill, commitment, and suitability for the role, and not on any protected characteristic or other irrelevant factor.

Implementation

Hitchin Netball Club will implement this policy by:

- Promoting equality, diversity, and inclusion across all club activities, ensuring that all members are treated fairly and with respect.
- Ensuring that club policies, codes of conduct, and procedures support an inclusive environment and are applied consistently.
- Providing fair and equal opportunity for participation in training sessions, matches, camps, events, and volunteering roles wherever reasonably possible.
- Considering individual needs and making reasonable adjustments for disabled participants, in discussion with the individual and, where appropriate, their parent or carer.

Responsibilities

All members of Hitchin Netball Club share responsibility for supporting an inclusive and respectful environment.

The Committee will promote equality, diversity, and inclusion across the Club and ensure that policies and procedures are applied fairly and consistently.

Coaches, volunteers, and committee members are expected to model inclusive behaviour and challenge inappropriate conduct where it occurs.

Reporting Concerns

Any concerns relating to discrimination, bullying, harassment, or exclusion should be raised with a Committee Member or the Club Safeguarding Officer. Concerns will be addressed promptly and fairly in line with the Club's Complaints and Feedback Policy, Safeguarding Policy, and Disciplinary Procedure.

The Club will take all concerns seriously and will investigate and respond appropriately where issues are identified.

Monitoring and Review

This document will be reviewed annually by the HNC Committee, or sooner if required by changes in legislation, club operations, or England Netball guidance. The Committee will monitor implementation and compliance. All updates will be documented and communicated to members and volunteers.

References and Supporting Documents

Hitchin Netball Club documents

- Club Constitution
- Codes of Conduct
- Safeguarding Policy
- Player Welfare & Support Policy
- Coaching Policy
- Neurodiversity Quick Guide for Coaches
- Individual Needs Conversation Record Form
- Waiting List Policy
- Volunteer Onboarding Policy & Procedure
- Complaints & Feedback Policy
- Complaints and Feedback Procedure
- Disciplinary Procedure

External guidance and documents

- Equality Act 2010
- England Netball Diversity & Belonging Policy
- England Netball Safeguarding Children and Young People in Netball Policy
- England Netball Feedback and Complaints Policy