



Diversity, Inclusion and Belonging Policy

Diversity, Inclusion and Belonging Policy Statement

1.1 Worcester City Netball League (WCNL) is fully committed to;-

- Adopting England Netball Diversity, Inclusion and Belonging Policy
- WCNL adopts Sport England definition of sports equality:

“Sport equality is about fairness in sport. Equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone eligible”

- Creating a diverse and inclusive culture in which everyone is treated fairly and with respect, individuals have equal access to opportunities and are not judged by reference to unlawful or irrelevant attributes
- Creating an environment that is free from lawful and unacceptable behaviours including discrimination, harassment and bullying
- Creating a wider netball environment and culture in which everyone is treated fairly and with respect and can enjoy our sport with a genuine feeling of belonging
- Commit to these responsibilities whilst maintaining an unapologetic focus on women and girls.

1.2 WCNL will take seriously any breaches of this policy and any complaints of bullying, harassment, and victimisation

1.3 WCNL undertakes to investigate every complaint raised in line with the appropriate policy according to WCNL Complaints and disciplinary procedures

WORCESTER CITY NETBALL LEAGUE



Policy Aims and Objections

2.1 WCNL aims to ensure that:

- Anyone participating or wishing to participate in netball within the WCNL can do so in an environment free from harassment and discrimination

2.2 WCNL commits to uphold the following policy objectives; -

- Create an environment for equality and diversity across the sport of netball played within the WCNL
- Create a sporting environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all are recognised and valued
- Provide an appropriate and effective means to report incidents of discrimination or concerns to the topics raised within this policy. **NO** individual who raises a concern in good faith, or those who support another person to raise a concern should be treated unfairly or discriminated against for raising the concern