



## Kent Netball Equality, Diversity, Inclusion and Equity Policy

Policy Name	Kent Netball Equality, Diversity, Inclusion and Equity Policy
Responsible Officer	Chairperson
Group Owner	KNMC
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Applicable for	This policy is mandatory.  It applies to all members of Kent Netball and volunteers acting in any capacity within netball where a separate policy does not exist.
Summary	This policy provides information on Kent Netball's Equality, Diversity, Inclusion and Equity Policy and outlines the organisation's aim to ensure that everyone is treated fairly and not subject to unlawful or unfair discrimination. The policy sets out how Kent Netball will achieve the aim of eliminating discrimination for everyone participating in netball.

### Version control

Person Responsible	Version and summary of changes	Date
Dawn Cox	First Version. Kent Netball Equality, Diversity, Inclusion and Equity Policy Policy_v1.0	01/05/21

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## Abbreviations

AGM	Annual General Meeting of Kent Netball
EN	England Netball
INF/IFNA	The International Netball Federation (INF), formerly the International Federation of Netball Associations (IFNA), is the worldwide governing body for Netball.
KN	Kent Netball
KNMC	Kent Netball Management Committee
L&SE	London and South East
RMB	Regional Management Board

## 1. Policy Statement

Kent Netball (KN) is fully committed to the principles of equality of opportunity and the elimination of unlawful or unfair discrimination and racism.

KN aims to ensure that anyone participating or wishing to participate in netball can do so in a discrimination-free environment. To ensure that no volunteer is unlawfully discriminated against or receives less favourable treatment on the grounds of a protected characteristic as described in the Equality Act 2010.

KN adopts a zero tolerance to any breaches of this policy and will take seriously any complaint of bullying, harassment, victimisation and unlawful discrimination by members, volunteers and the public during KN's activities.

KN is obligated to investigate every complaint raised and assumes the disciplinary authority to deal with any breaches appropriately. KN aims to recognise the need for equity in netball by recognising inequalities, promoting equality of access, and taking steps to address it.

It is a requirement of KN that members adopt and implement this policy.

A copy of this policy and procedures will be given to all KNMC members on their election/appointment to the KNMC and to all relevant volunteers as part of their induction.

In the course of administering its business in connection with this policy, KN may need to process both personal data and special categories of personal data. KN will process such data in accordance with the Kent Netball Data Protection Policy.

The Chairperson is responsible for ensuring that this policy is implemented effectively. The ED&I Officer is responsible for the day-to-day implementation of the Policy. All other KNMC members are expected to facilitate this process.

A record of revisions of this policy will be recorded in the Kent Netball Documents – Version Control Register.

Queries regarding this policy should be directed as indicated in the Relevant Contacts section.

## 2. Definition of Terms

Definition of terms:

Bullying	May be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.
Connected Participant	Any person/s or entity, whether a Member or non-Member, who participates in netball in the County in any capacity.
Disciplinary Offence	May include (but is not limited to) inappropriate, incorrect, improper or unlawful conduct, any breach of England Netball's Disciplinary Regulations, the rules, regulations, codes, byelaws, articles, policies or licence schemes imposed by England Netball on any Member or Connected Participant from time to time, or any conduct which is generally detrimental to the interests of the Sport.
Discrimination	The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex, or disability.
Diversity	The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual

	orientations, etc.
Equality	Means ensuring that everyone has the same opportunities and receives the same treatment and support. Equality achieves fairness through treating everyone the same regardless of need.
Equity	Is giving more to those who need it, which is proportionate to their own circumstances, in order to ensure that everyone has the same opportunities. Equity achieves fairness through treating people differently dependent on need.
Harassment	Occurs when ‘unwanted conduct’ relating to a protected characteristic or of a sexual nature. It has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
Inclusion	The practice of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or mental disabilities and members of other minority groups.
Member	A person holding current membership of England Netball.
Racism	the inability or refusal to recognise the rights, needs, dignity, or value of people of particular races or geographical origins.
Volunteer	A person who gives their time unpaid.

### 3. Equality, Diversity and Inclusion (ED&I)

KN adopts the England Netball Equality Policy.

KN aims to ensure that anyone participating or wishing to participate in netball in the County can do so in a discrimination-free environment.

KN recognises its legal obligations under the Equality Act 2010 which defines nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Breaches of England Netball’s Equality Policy constitute a Disciplinary Offence and will be managed in accordance with the Kent Netball Compliments and Complaints Policy.

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 believe or disability or will be disadvantaged by conditions or requirements which are not relevant.

### 4. Application of the Policy

#### 4.1 Aims and Application of the Policy

KN supports diversity and inclusion improvement through its Equity Action Plan which can be found in The Kent Netball County Plan.

KN aims to increase membership, to find more coaches, officials, administrators and volunteers, to play and work happily together and to value the diversity of our local communities which can be reflected in the membership.

KN aims to focus on building an inclusive culture that recognises and values every individual's background and uniqueness.

Actions that KN will take to improve accessibility to netball to address under-representation in the sport include:

- the use of positive images in publicity;
- dedicated funding for netball in minority communities; and
- encouraging diverse representation on netball committees in the County.

All Members, Connected Participants and Volunteers will be treated with respect and given equal access to the opportunities netball has to offer.

KN will define clear and realistic roles so that volunteers feel part of an effective team. Recruitment will solely be based on the individual's knowledge and ability to carry out the role.

#### **4.2 Roles and Responsibilities of the KNMC**

The KNMC is responsible for ensuring that this Policy is implemented, adopted, adhered to, and reviewed where appropriate. The KNMC is also responsible for ensuring that this Policy is enforced, and any breaches are dealt with appropriately.

The KNMC has the overall responsibility for communicating the Policy to volunteers to ensure they understand the policy aims and their responsibilities.

The ED&I Officer will advocate the equalities agenda to the KNMC and take equality, diversity and inclusion issues into consideration when making decisions. The ED&I Officer is also responsible for the day-to-day practical implementation of the Policy. This will include advice, support and dealing with any issues arising from the Policy.

#### **4.3 Roles and Responsibilities of Members, Volunteers and Participants**

All members, volunteers and participants have a responsibility to ensure that they do not unlawfully discriminate, harass, bully or victimise anyone whilst carrying out duties and functions on behalf of KN and are responsible for promoting a climate where harassment, unlawful discrimination, racism and bullying are unacceptable.

Everyone must ensure that their own conduct, and that of their colleagues does not cause offence to another person.

KN members have an obligation to challenge and speak out about inappropriate behaviour and support others who are experiencing harassment, unlawful discrimination, racism and bullying. It is not acceptable to ignore it.

#### **4.4 Process of Complaint**

The process of complaint will be as detailed in the Kent Netball Compliments and Complaints Policy.

Complaints of a disciplinary nature should be submitted to the Disciplinary Secretary within 28 days of the incident, outlining the full details of the Disciplinary Offence. The Disciplinary Secretary will manage the complaint in accordance with England Netball's Disciplinary Regulations.

## **5. Equity**

KN aims to advocate for those who may have been disadvantaged and take steps to ensure that access to netball is fair for everyone.

KN recognises that each person has different circumstances and will allocate the resources and opportunities needed to reach an equal outcome.

There may be occasions whereby an Equality approach is not appropriate as it may disadvantage individuals and therefore an Equity stance will be applied.

## 7. Associated Documents

Kent Netball Compliments and Complaints Policy

Kent Netball County Plan

Kent Netball Data Protection Policy

With further reference to the Kent Netball Documents – Version Control Register for a record of all Kent Netball’s documents and their latest versions.

[View associated documents.](#)

## 8. Relevant Contacts

General Enquiries [secretary@kentnetball.co.uk](mailto:secretary@kentnetball.co.uk)

ED&I Representative Via [secretary@kentnetball.co.uk](mailto:secretary@kentnetball.co.uk)

## 9. Review of Policy

The KNMC will review this policy at three-year intervals, with the first review and improvement expected within 12 months.

Amendments to the policy are permitted at any time following a decision of the KNMC, which must be minuted.