

TWO COUNTIES NETBALL LEAGUE

1. EQUAL OPPORTUNITIES POLICY

Our club has adopted the England Netball Equal Opportunities policy

Two Counties Netball League Racial Equality Policy

TWO COUNTIES NETBALL LEAGUE AGREE IN LINE 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

- **Two Counties Netball League** 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.
- **Two Counties Netball League** 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.
- **Two Counties Netball League** 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, **Two Counties Netball League** 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 **Two Counties Netball League** overall development plans, will reflect the following aspirations:

- That every participant will be made aware of **Two Counties Netball League** 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 **Two Counties Netball League**
- That member of ethnic communities will be consulted in the development of **Two Counties Netball League** .
- That the **Two Counties Netball League** 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 **Two Counties Netball League** .
- That the make-up of **Two Counties Netball League** representation on courses and qualification registers will reflect the ethnic profile of the local population.
- That all events, courses, goods and services provided by **Two Counties Netball League** will be accessible to and promoted to members of all communities.



- That all material printed or published by **Two Counties Netball League** 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 **Two Counties Netball League** who discriminates against or harasses any other person will be liable to disciplinary action in accordance with our disciplinary procedure taken on by **Two Counties Netball League**

TWO COUNTIES NETBALL LEAGUE

EQUAL OPPORTUNITIES POLICY

Two Counties Netball League 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.

Two Counties Netball League will:

(a) Adopt a planned approach to eliminating barriers, which discriminate against particular groups.

(b) Give clear guidance to individuals working within the 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 **Two Counties Netball League** 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.

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