



Windermere All Stars Netball Club

Equality, Diversity and Inclusion Policy

1. Purpose

Windermere All Stars Netball Club is committed to providing a welcoming, inclusive and supportive environment for all children, parents, carers, coaches, volunteers and committee members.

We believe that every child should have the opportunity to enjoy sport, develop confidence, build friendships and take part in physical activity in a safe and positive setting.

2. Our Commitment

Windermere All Stars Netball Club will not tolerate discrimination, bullying, harassment or victimisation in any form.

We aim to ensure that everyone involved in the club is treated fairly, with dignity and respect, regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, nationality or ethnic background
- Religion or belief
- Sex

- Sexual orientation
- Socio-economic background
- Sporting ability or previous experience

3. Access and Participation

The club aims to make junior netball accessible and inclusive wherever possible.

We will:

- Welcome children of all abilities and levels of experience.
- Encourage participation, confidence and enjoyment over performance.
- Keep sessions affordable wherever possible.
- Make reasonable adjustments where we can to support children with additional needs.
- Listen to parents, carers and children if they raise any barriers to participation.
- Promote teamwork, kindness, fair play and respect.

4. Behaviour and Expectations

Everyone involved in the club is expected to behave respectfully towards others.

Children, parents, carers, coaches, volunteers and committee members should:

- Treat others fairly and kindly.
- Use respectful language.
- Encourage and support all participants.
- Avoid behaviour that could exclude, embarrass or intimidate others.
- Challenge or report any behaviour that does not reflect the values of the club.

5. Dealing with Concerns

Any concerns about discrimination, bullying, exclusion or unfair treatment should be raised with a committee member, coach or safeguarding/welfare lead.

All concerns will be taken seriously and handled sensitively.

Where appropriate, the club committee will review the concern and agree any action needed. This may include speaking to those involved, offering support, changing club practices, or taking further action if behaviour is unacceptable.

6. Responsibilities

The committee is responsible for promoting this policy and making sure the club is run in a fair and inclusive way.

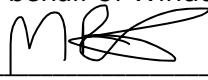
Coaches and volunteers are responsible for creating positive and welcoming sessions.

Parents and carers are encouraged to support the club's values and help create an inclusive environment for all children.

7. Review

This policy will be reviewed regularly by the committee and updated where needed.

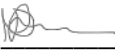
Signed on behalf of Windermere All Stars Netball Club:

Signed:  _____

Name: Michelle Rothwell

Role: Chair

Date: 01/05/26

Signed:  _____

Name: Nicola Pickup

Role: Treasurer

Date: 01/05/26