

Frome Netball Club

Equality, Diversity & Inclusion Policy

1. Statement of Commitment

Frome Netball Club is committed to creating an inclusive, welcoming, and respectful environment where everyone can enjoy and participate in netball.

We believe in fairness, equality of opportunity, and celebrating diversity.

Discrimination, harassment, or exclusion of any kind will not be tolerated.

2. Scope

This policy applies to all members of Frome Netball Club, including players, coaches, officials, volunteers, parents/guardians, and spectators. It covers all club activities, matches, training sessions, and events, both in person and online.

3. Principles

- **Fairness & Respect:** Everyone has the right to be treated fairly and with respect.
 - **Inclusive Participation:** We will make reasonable adjustments to support people of all ages, abilities, backgrounds, and experiences.
 - **Zero Tolerance:** We do not tolerate discrimination or harassment based on age, gender, race, ethnicity, disability, religion, sexual orientation, gender identity, or socio-economic background.
 - **Positive Role Models:** All members are expected to promote equality, diversity, and inclusion through their actions.
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4. Responsibilities

- **All Members:** Treat others with dignity and respect, and challenge discrimination when it is safe to do so.

- Coaches & Officials: Provide opportunities that are inclusive and accessible to all, and lead by example in promoting fairness.
 - Committee: Ensure that club decisions, policies, and activities reflect and support this commitment to equality, diversity, and inclusion.
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5. Reporting Concerns

- Any concerns relating to discrimination, exclusion, or unfair treatment should be reported to the Club Safeguarding Officer or a committee member.
 - Reports will be taken seriously, treated sensitively, and acted upon in line with club procedures and England Netball's regulations.
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6. Support & Guidance

The club will:

- Provide guidance and training to coaches, volunteers, and officials where appropriate.
 - Signpost members to resources from England Netball and relevant organisations.
 - Review this policy regularly to ensure it remains effective and reflects best practice.
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7. Useful Contacts

- FNC safeguarding officer: Lucy Clark fncsafeguarding@outlook.com
- England Netball: www.englandnetball.co.uk
- Equality Advisory Support Service (EASS): 0808 800 0082
- NSPCC (for safeguarding concerns): 0808 800 5000

Up to date as of 30/08/2025