

ENGLAND NETBALL		
 	Inclusive Kit Policy	
	Responsible Officer	Diversity and Belonging Business Partner
	Group Owner	Executive Team
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	Applicable for	This policy is mandatory. It applies to Registered Clubs, Registered Leagues, Regional Management Boards, County Netball Associations and Partners delivering recognised and authorised netball activity at Regional League level and below.
	Summary	This policy provides information on England Netball's Inclusive Kit Policy and sets out England Netball's aim to ensure that everyone can participate and compete safely, inclusively and comfortably.

Version Control:

Person Responsible	Version and summary of changes	Date

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1. ENGLAND NETBALL STATEMENT OF COMMITMENT

1.1. England Netball is fully committed to:

- 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.
- enabling participation, performance, enjoyment and belonging by providing a choice of kit that is empowering, comfortable and practical whilst allowing for the expression of an individual's identity.
- creating an environment that is free from unlawful and unacceptable behaviours and organisational practices 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.
 - committing to these responsibilities whilst maintaining an unapologetic focus on women and girls.
- 1.2. The principles of Diversity & Belonging are underpinned by England Netball's purpose, Belonging Commitment statement, Moral Compass and current equality legislation.
 - 1.3. England Netball will take seriously any breaches of this policy and any complaints of bullying, harassment, victimisation and unlawful discrimination by employees, volunteers, customers, suppliers, visitors and the public during the organisation's activities.
 - 1.4. England Netball or the Appropriate Authority will investigate every complaint raised in line with the appropriate policy or regulations detailed in item 7 (Related Documents and Links)

2. POLICY AIMS AND OBJECTIVES

- 2.1. England Netball aims to ensure that:
 - Every member and participant within England Netball recognised and authorised activity can feel that they belong. This starts with recognising that choice in kit matters, whether it's for faith, culture, health or comfort. Feeling like your brilliant self on court should never be limited by what you're wearing.
 - Diversity, Inclusion and Belonging drive our ability to attract, retain, motivate and develop the best talent and deliver the sharpest insights as we grow our netball family.
 - Anyone participating or wishing to participate in netball can do so in an environment free from harassment and discrimination.

In consideration of the aims above, this Policy is based on the following objectives which England Netball commits to uphold:

- Create an environment for equality and diversity across the sport of netball.
 - 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.
 - Through partnerships with a variety of netball delivery partners, every individual who wishes to participate in netball should be able to access an opportunity to do so in some form.
 - Consider an equitable approach to support the removal of barriers to participation and address underrepresentation across the sport in line with our Dedicated to Difference Action Plan.
- 2.2. This commitment includes training employees, volunteers and members, informing them about their rights and responsibilities under this Policy.

3. APPLICATION OF THE POLICY

- 3.1. Kit must be coordinated in colour with teammates. This does not mean all individuals have to wear identical garments, but they must be the same colour and

different to that of the opposition.

- 3.2. Whilst permitted, a dress is not compulsory.
- 3.3. The following are examples of permissible sportswear:
Dress, Shorts, Leggings, Skort, Skirt, T-Shirt (Long and Short Sleeve), Vest
This list is not intended to be exhaustive.
- 3.4. Loose or fitted items are permissible however loose clothing must not impact upon the safe participation of competitors and teammates.

Hair

- 3.5. England Netball recognises how personal hair care can be.
- 3.6. Where applicable, hair should be tied back securely.
- 3.7. Hair accessories must be safe for everyone on court.
- 3.8. A single ponytail fixed at one point may be used for all hair types.
- 3.9. Decorative accessories should be removed before playing or covered with a bonnet.

Head Coverings

- 3.10. England Netball recognises that head coverings may be worn for religious, cultural or personal reasons.
- 3.11. Hats, bonnets or head scarves are permissible.
- 3.12. Head coverings should be soft, with no embellishments or loose fibres that could cause a risk. Any edges or loose parts must be safely secured or tucked in.
- 3.13. Peaked caps, visors or baseball-style hats are not permitted.

Umpires

- 3.14. England Netball recognises umpires should also be confident, comfortable and empowered on court.
- 3.15. Uniform must be distinct in colour from the players.
- 3.16. There is no obligation to wear white on the top or bottom half.
- 3.17. It is advisable that umpires agree ahead of the match to wear the same colour.

Communication

- 3.18. The Policy will be communicated in the following ways:
 - A copy of the Policy will be accessible to all employees, both permanently and casually contracted. It will also be made widely available to England Netball members.
 - The Policy will be publicly available on the England Netball Knowledge Centre.

4. ROLES AND RESPONSIBILITIES

- 4.1. England Netball is committed to the publication and ongoing review of the policy.

- 4.2. Those delivering recognised and authorised activity are responsible for adhering to the policy and ensuring it is appropriately referenced within any regulations they produce e.g. league regulations.
- 4.3. The Diversity & Belonging Business Partner is responsible for the practical implementation, monitoring and review of the Policy. This will include advice, support and dealing with any queries or concerns arising from the Policy.
5. **MONITORING, AUDIT AND REVIEW**
- 5.1. This Policy will be reviewed every two years unless proposals to the Board or legislative change requires an interim review or amendment.
- 5.2. This Policy will remain in force until it is amended, replaced or withdrawn.
6. **DEFINITIONS**
- 6.1. All forms of discrimination, harassment, bullying and victimisation are unacceptable. Unlawful discrimination and unlawful or unacceptable behaviours can be found within England Netball's Diversity and Belonging Policy (see Related Documents).
- 6.2. Other definitions:
- Belonging**
The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. For people to feel like they belong, the environment (in this case the workplace or netball more broadly) needs to be set up to be a diverse and inclusive place.
- Diversity**
Psychological, physical, and social differences that occur among all individuals, including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organisation is one in which a variety of social and cultural characteristics exist.
- Equality**
Evenly distributed access to resources and opportunity necessary for a safe and healthy life and to ensure fairness.
- Inclusion**
The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
- Recognised and Authorised Activity**
This refers to versions of the game that take place in training sessions or in formal and informal competitions specifically approved by England Netball. A list of the relevant formats and providers can be found in 7.7
7. **RELATED DOCUMENTS**
- 7.1. [Codes of Conduct](#)
- 7.2. [Disciplinary Regulations](#)
- 7.3. [Dedicated to Difference Action Plan \(DIAP\)](#)
- 7.4. [Diversity and Belonging Policy](#)
- 7.5. [Diversity and Belonging Knowledge Centre](#)
- 7.6. [Report a Concern](#)
- 7.7. [Recognised and Authorised Activity](#)