



Diversity and Inclusion Policy:

At **Wilmslow Lightning Netball Club**, we are committed to providing equality of opportunity across our club and the activities are designed for anyone who wishes to take part.

We embrace diversity and promote inclusion, as far as is reasonably practical, within the Laws of the Game and the Regulations of England Netball.

Our goal is to ensure that these commitments are embedded in our day to day working practices with all our staff, volunteers and members.

We will always aim to provide equality of opportunity and will not tolerate discrimination, harassment or victimisation on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age or disability.

We will achieve this by:

1. Promoting equality of opportunity, diversity and respect within the communities in which we work and with all our parents, coaches, members and partners
2. Aiming to build a coaching team which reflects the communities we serve with the aim of having parity of representation
3. Promoting an environment free from discrimination, victimisation, bullying and harassment, and tackling behaviour which compromises this commitment
4. Recognising and valuing the differences and individual contribution that people from diverse backgrounds makes
5. Providing support and encouragement to all coaches, volunteers and members to develop their careers and increase their contribution to the sport through the enhancement of their skills, knowledge experience and abilities

Every person coaching, volunteering or participating in **Wilmslow Lightning Netball Club** activity has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with members, parents, with each other and with partners.

Discrimination, victimisation, harassment, bullying and inappropriate behaviour is not acceptable by **Wilmslow Lightning Netball Club**.

If you have any concerns about anything within this policy or if you want to speak to a member of **Wilmslow Lightning**, please contact our Safeguarding Officer Emma Sayed - safeguardingwlnetball@hotmail.com

Policy reviewed November 2022