



Equality, Diversity and Inclusion

Trailblazers

Trailblazers Netball Club believes it is imperative to ensure everyone connected with netball understands the importance of Equality, Diversity and Inclusion in the world of netball. The aim is to create an environment in which there is equality of opportunity and where people treat each other with mutual respect.

This policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against any players, coaches, volunteers, club members that may preclude them from participating fully in any aspect of netball and related events.

Equality is about respecting people's individuality. In doing so Trailblazers recognises that this policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

This policy applies to all members of Trailblazers. This policy also applies to all players, coaches, Volunteers, Members, contacted participants and anyone carrying out recognised and authorised netball activity.

This policy operates in conjunction with the England Netball Equality, Diversity and Inclusion Policies; <https://www.englishnetball.co.uk/governance/>

Aims and Objectives

Trailblazers aims to ensure that:

- Anyone participating or wishing to participate in netball can do so in an environment free from harassment or discrimination.
- Diversity, Inclusion and Belonging drives our ability to attract, retain and motivate and develop the best talent as we grow our netball family.
- No member, volunteer, or player is unlawfully discriminated against or receives less favourable treatment on the grounds of a protected characteristic as described in the Equality Act 2010.
- Every club member within Trailblazers has equality of opportunity and access to opportunities, promotion, and training without any unlawful discrimination or unfair treatment, whether intentional or unintentional, direct or indirect.
- Through working in partnership we will successfully deliver accessible services and netball opportunities.



Discrimination, Harassment and Victimisation

Trailblazers recognise the following as being unacceptable:

Unlawful discrimination, which can take the following forms:

- Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
- Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Trailblazers are committed to ensuring that its members are able to conduct their activities free from harassment.
- Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.

Trailblazers regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against members will be taken seriously and appropriate measures, which may including disciplinary action being brought against any member who unlawfully discriminates against, harasses, bullies or victimises any other person.

Reasonable Adjustments

When any decision regarding reasonable adjustments is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

Trailblazers recognises that it has a duty to make reasonable adjustments for disabled persons. Trailblazers will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members to implement any adjustments that will enable them to participate more fully in netball related activities. In addition, when acting as a service provider, Trailblazers and each Member has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services and events.