Diversity & Inclusion Policy

1.0 INTRODUCTION

1.1 Netbal Nederland is committed to ensuring that netball in the Netherlands is a sport in which everyone can participate, contribute and feel that they belong.

We believe that diversity strengthens our sport and that inclusion is essential to creating a positive, respectful and socially safe sporting environment.

This policy sets out the principles and commitments through which Netbal Nederland will promote diversity and inclusion within:

- Netbal Nederland as an organisation;
- its Board, committees and volunteers;
- affiliated clubs;
- players and participants;
- coaches and officials; and
- the wider netball community in the Netherlands.

This policy applies to activities organised, supported, governed or recognised by Netbal Nederland.

2.0 OUR AMBITION

2.1 Netbal Nederland wants to build a sport in which people can be themselves, participate without unnecessary barriers and have fair opportunities to contribute and progress.`

We recognise that people have different identities, experiences, circumstances and needs. Equality does not always mean treating everyone in exactly the same way. Where appropriate, we will work to remove barriers and provide reasonable and proportionate support so that people can participate meaningfully

3.0 OUR COMMITMENT

3.1 Netbal Nederland is committed to making netball more inclusive and ensuring that diversity is recognised and valued across our organisation and the sport.

We will:

- Identify and work to reduce unnecessary barriers to participation and progression;
- Promote fair and inclusive opportunities to participate, volunteer, coach, officiate and lead;

- Seek to create an environment in which people feel safe, respected and able to be themselves;
- Listen to the experiences and perspectives of our participants, clubs, volunteers and other stakeholders;
- Challenge discrimination, exclusion and behaviour that undermines inclusion;
- Support affiliated clubs in developing their own inclusive practices;
- Ensure that diversity and inclusion are considered in relevant policies, decisions and organisational processes;

We recognise that inclusion is an ongoing process rather than a one-off initiative. We therefore commit to understand, establish, act, measure and improve over time.

Our commitment is intended to guide practical action while recognising that Netbal Nederland is developing its approach and capacity. We will therefore set priorities and actions that are appropriate to our organisation and review these as the sport develops.

4.0 OUR PRINCIPLES

4.1 Our approach to diversity and inclusion is guided by the following principles:

- Belonging: Everyone should feel welcome, respected and able to be themselves within netball.
- Fairness: We recognise that treating everyone identically does not always create fair opportunities. We will seek to identify and address unnecessary barriers.
- Representation: A diverse organisation and sport are stronger when different experiences and perspectives are represented, including in leadership and decision-making.
- Participation: Inclusion applies not only to players, but also to coaches, officials, volunteers, parents, administrators and leaders.
- Respect and safety: Discrimination, harassment, exclusion and other behaviour that undermines a safe and respectful sporting environment are not acceptable.
- Listening and learning: We will seek feedback, learn from experience and remain open to changing our approach.
- Shared responsibility: Diversity and inclusion are not the responsibility of one person or committee. They are a shared responsibility across Netbal Nederland and the wider netball community.

5.0 NETBAL NEDERLAND AND OUR FEMINIST VALUES

5.1 Netbal Nederland recognises that netball has historically provided important opportunities for women and girls to participate in sport, develop leadership skills and build community.

Our commitment to feminism means that we seek to recognise and address inequalities in participation, representation, leadership and decision-making. We

believe that power, opportunities and resources should be shared fairly and that people who have historically had less influence should have meaningful opportunities to shape the future of the sport.

At the same time, our feminist approach is compatible with an inclusive understanding of netball. We seek to create a sport in which people of different genders and backgrounds can participate and contribute, while recognising the historical and continuing importance of women's participation and leadership in netball.

This means that diversity and inclusion are not separate from Netbal Nederland's identity. They are part of how we understand fairness, leadership and the development of our sport

6.0 OUR PRIORITIES

Our work will focus on four connected priorities: An inclusive organisation, Inclusive participation, Inclusive pathways and leadership and A safe and respectful sport

6.1 An inclusive organisation: Netbal Nederland will seek to ensure that its own structures, processes and culture support diversity and inclusion.

We will:

- consider diversity and inclusion when developing policies and making significant organisational decisions;
- seek diverse perspectives in Board, committee and volunteer recruitment;
- review recruitment and selection practices to identify unnecessary barriers;
- promote inclusive and respectful behaviour within the organisation;
- seek to ensure that meetings, communications and volunteering opportunities are accessible and welcoming;
- encourage people with different experiences and perspectives to contribute to decision-making; and
- continue to develop the Board and volunteer community in line with good governance principles.

Representation in leadership

Netbal Nederland recognises the value of diverse representation in leadership. Our Board of Directors is currently made up entirely of women, reflecting the strong role women have played in developing and leading netball.

Board positions are always openly advertised and filled through an inclusive recruitment process. We will continue to encourage people of all genders and backgrounds to put themselves forward and will seek to broaden representation where suitable candidates come forward.

Netbal Nederland recognises the NOC*NSF expectation that no more than 70% of Board members should be of the same gender. We will work towards this where possible, while maintaining an open and fair recruitment process and selecting Board members based on suitability, skills and commitment.

6.2 Inclusive participation: Netbal Nederland wants people to be able to participate in netball without unnecessary barriers. We will work to understand and address barriers relating to factors such as:

- gender and sexual orientation;
- age;
- disability;
- socio-economic circumstances;
- cultural or social background;
- access to facilities and transport; and
- other circumstances that may affect a person's ability to participate.

We recognise that barriers can overlap and that people's experiences are individual.

Our approach will therefore focus on practical barriers and experiences rather than assuming that people within any particular group have the same needs.

We will encourage clubs to consider how their training, competitions, membership arrangements, communications and social activities can be made more welcoming and accessible.

6.3 Inclusive pathways and leadership: Inclusion should extend beyond participation on court.

Netbal Nederland will seek to ensure that people have fair opportunities to develop and contribute as:

- Players;
- Coaches;
- Officials;
- Volunteers;
- administrators; and
- Leaders.

We will consider diversity and inclusion when developing pathways and opportunities for development.

Where barriers or under-representation are identified, we will explore proportionate ways to address them. These may include targeted encouragement, mentoring, education, outreach or changes to recruitment and selection processes.

We recognise that meaningful inclusion requires more than inviting people into existing structures. People should also have opportunities to influence decisions and shape the future of the sport.

6.4 A safe and respectful sport: A sport cannot be genuinely inclusive if people do not feel safe or respected.

Netbal Nederland is committed to promoting a sporting environment free from discrimination, harassment, bullying and other behaviour that undermines people's dignity or participation.

We will:

- promote respectful behaviour across the netball community;
- make information about reporting concerns and seeking support accessible;
- respond appropriately to concerns about discrimination or exclusion;
- support clubs in understanding their responsibilities for a safe sporting environment; and
- ensure that diversity and inclusion are considered alongside safeguarding and integrity.

Diversity and inclusion therefore form part of Netbal Nederland's broader commitment to social safety and integrity in sport.

7.0 EXPECTATIONS OF AFFILIATED CLUBS

7.1 Netbal Nederland recognises that clubs vary considerably in size, resources and volunteer capacity. Our expectations will therefore be proportionate to the circumstances of each club.

7.2 Affiliate clubs minimum expectations:

- provide a welcoming and respectful environment;
- not discriminate against participants, volunteers, coaches, officials or others involved in the club;
- respond appropriately to concerns about discrimination, exclusion or unacceptable behaviour;
- comply with relevant Netbal Nederland rules and policies; and
- take reasonable steps to ensure that their activities are accessible and inclusive.

7.3 Developmental expectations: Where possible, clubs are encouraged to:

- consider diversity and inclusion when recruiting volunteers and leaders;
- review barriers to participation;
- use inclusive communication;
- seek feedback from members;

- provide relevant education or awareness activities; and
- develop their own priorities for improving inclusion.

8.0 GENDER AND SEX DIVERSITY

8.1 Netbal Nederland is committed to ensuring that people of different genders and sex characteristics are treated with dignity and respect.

We recognise that questions relating to sex, gender identity and participation in sport can be complex and may require sport-specific guidance.

The principles in this policy apply to all participants. Where specific rules or eligibility considerations are required for particular competitions or levels of participation, these will be addressed through the relevant Netbal Nederland regulations, guidance or position statements.

Netbal Nederland will seek to ensure that its approach is consistent with relevant Dutch law and guidance, including NOC*NSF guidance, and with applicable World Netball policies and regulations.

9.0 DISABILITY AND ACCESSIBILITY

9.1 Netbal Nederland recognises that people with disabilities may experience physical, financial, social or organisational barriers to participation.

We will seek to:

- identify and reduce unnecessary accessibility barriers;
- consider accessibility when developing activities, communications and events;
- encourage clubs to consider reasonable adjustments where appropriate;
- support inclusive participation wherever possible; and
- learn from the experiences of people with disabilities within the netball community.

We recognise that accessibility is not limited to physical access and can include communication, information, equipment, facilities, cost and social inclusion.

10.0 YOUNG PEOPLE AND INCLUSION

10.1 Netbal Nederland recognises the importance of making netball accessible to people of different ages and backgrounds.

We currently have limited volunteer capacity to develop and deliver youth netball. We will therefore consider the needs of young people as opportunities arise and as our capacity develops.

We will also seek to avoid unnecessary age-related barriers to participation, volunteering, coaching, officiating and leadership.

11.0 SOCIO-ECONOMIC INCLUSION

11.1 The cost of participating in sport can create barriers for some people. Netbal Nederland recognises that participation in netball can involve costs such as membership, equipment, travel and competition-related expenses. We will consider financial accessibility when developing our activities and programmes, within the resources available to us.

At present, Netbal Nederland has very limited financial resources and is not able to provide general financial assistance to participants or clubs. Where funding or other support is available for specific activities, we will communicate this clearly and apply any relevant criteria fairly.

For national team activities, Netbal Nederland will seek, where possible, to consider the financial impact of participation and may provide or facilitate support towards travel or other costs where funding is available and participants meet the relevant criteria.

As our resources develop, we will review whether further measures to reduce financial barriers are possible.

Our approach will remain proportionate to the resources available to the federation and will not create financial commitments that Netbal Nederland cannot sustain.

12.0 RESPONSIBILITIES

12.1 The Netbal Nederland Board has overall responsibility for this policy.

The Board will:

- provide leadership and direction;
- ensure that diversity and inclusion are considered in relevant decisions;
- approve priorities and actions;
- monitor progress; and
- review the policy periodically.

12.2 Board and committee members are expected to promote the principles of this policy within their areas of responsibility.

12.3 Volunteers and representatives: All Netbal Nederland volunteers and representatives are expected to contribute to a respectful and inclusive environment and to raise concerns where appropriate.

12.3 Affiliated clubs: Clubs are responsible for creating an inclusive environment within their own activities and for meeting the minimum expectations set out in this policy.

13.0 MEASURING PROGRESS

13.1 Netbal Nederland will monitor progress in implementing this policy through appropriate quantitative and qualitative information, including feedback from clubs, participants, coaches, officials and volunteers.

Where appropriate, Netbal Nederland may use participation information, surveys, feedback and other relevant information to understand progress and identify barriers to inclusion.

We will keep any monitoring proportionate to our size, resources and purpose. We do not intend to collect personal information simply for the sake of measuring diversity.

Any collection and use of personal data will comply with applicable privacy legislation and Netbal Nederland's relevant privacy arrangements.

The Board will review progress periodically and use the findings to determine priorities and actions for the following period.

14.0 IMPLEMENTATION AND PRIORITIES

14.1 Netbal Nederland will translate this policy into practical priorities and actions appropriate to its capacity and resources.

As a small, volunteer-led federation, we will focus on a manageable number of priorities rather than attempting to address every area simultaneously.

The Board will periodically identify the most relevant actions for the federation and may work with clubs and volunteers to deliver them.

Actions may include organisational improvements, support for clubs, education and awareness, improvements to participation, or work to address specific barriers identified through experience or feedback.

Priorities will be reviewed and adjusted as needed.

The absence of a specific action from a particular period does not mean that the issue is unimportant. It reflects the need to balance diversity and inclusion work with the wider responsibilities and capacity of a volunteer-led federation.

15.0 REPORTING AND ACCOUNTABILITY

15.1 The Board will maintain oversight of progress against this policy. Where appropriate, progress and key developments may be included in Netbal Nederland's annual reporting or communicated to affiliated clubs and members.

Reporting will focus on meaningful progress and learning rather than creating unnecessary administrative requirements.

Where actions have not progressed as intended, the Board will seek to understand the reasons and determine whether priorities or approaches should be adjusted.

16.0 COMPLAINTS AND REPORTING CONCERNS

16.1 Everyone involved in netball should be able to raise concerns about discrimination, exclusion, harassment or other behaviour that conflicts with this policy.

Concerns should be raised through the appropriate Netbal Nederland reporting, complaints or safeguarding procedures.

Where a matter falls within the responsibility of another organisation or authority, Netbal Nederland will seek to provide appropriate information or signposting.

This policy does not replace formal safeguarding, disciplinary, complaints or integrity procedures.

17.0 RELATIONSHIP WITH OTHER POLICIES

17.1 This policy should be read alongside relevant Netbal Nederland policies, regulations and procedures, including those relating to:

- safeguarding and social safety;
- integrity and unacceptable behaviour;
- complaints and disciplinary matters;
- privacy and data protection;
- participation and competition;
- recruitment and volunteering; and
- other relevant governance matters.

Where detailed rules are required for a particular issue, those rules should normally be set out in the relevant policy, regulation or guidance rather than in this overarching Diversity & Inclusion Policy.

Netbal Nederland will seek to ensure that its policies are mutually consistent and support its overall commitment to an inclusive and safe sport.

18.0 ALIGNMENT WITH DUTCH SPORT

18.1 Netbal Nederland's approach to diversity and inclusion is informed by relevant Dutch sport governance and inclusion frameworks, including the principles and guidance of NOC*NSF.

In particular, Netbal Nederland supports the principle that sport should be open, inclusive and safe, and recognises the importance of diversity within sport organisations and leadership.

This policy also supports the broader objectives of Dutch sport regarding social safety, inclusion, diversity, good governance and participation.

Where relevant guidance from NOC*NSF or other competent sporting bodies develops, Netbal Nederland will consider whether this policy or related procedures should be updated.

19.0 REVIEW

19.1 This policy will be reviewed periodically by the Netbal Nederland Board and at least every three years, unless circumstances require an earlier review.

The review will consider:

- progress against the policy;
- feedback from participants, clubs and volunteers;
- relevant developments in Dutch sport;
- changes in legislation or guidance;
- identified barriers to participation or inclusion; and
- the capacity and priorities of Netbal Nederland.

The Board may update the policy where appropriate.

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