

England Netball

Equity Action Plan 2006-2009



All People ... One Goal

Our Vision for equity and ethics is very clear across the organisation – we will create a culture which embraces diversity and within which every participant will be able to enjoy the respect of others and to experience their Netball in an enjoyable and safe environment.

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1. Introduction

England Netball believes that integrated strategic and operational planning is essential at a national and regional level. The tools England Netball use to make this happen are a 7 themed WSP, an operational plan and 9 regional plans that follow the same intrinsic framework and structure. The regional plans are adapted to meet local needs across 9 regions.

All of the above documents are used in different ways across the organisation, for example the basis of our Whole Sport plan, to help us monitor and evaluate our work on a monthly, quarterly and annual basis, to help guide our 9 regions in developing their regional plans.

We have chosen to develop an action plan for 2007-2009 as this complements our whole sport plan cycle. After this period a further 4-year plan will be developed, again to run in line with our new 4-year Whole Sport Plan 2009-2013.

The development of the equity action plan has followed the following methodology:

- To review the new equity and equal opportunities policy approved in May 2006
- To review data collection methods (membership forms/ staff and volunteer surveys)
- To audit the staff, volunteers, board, coaches and officials utilising existing data and collection methods
- To develop a more sophisticated analysis of membership data in order to base action plan targets on robust information
- To further enhance the equity training programme for staff and key volunteers
- Has been gathered from issues and barriers report and internal study from equity training
- To allocate resources towards delivery
- Collate the evidence to achieve the preliminary levels of the Equality Standard

ENGLAND NETBALL – OUR TEAM

THE 7 THEMES

Theme	By 2009 England Netball
1. Financial Security and Business Practices	will be more financially self-sufficient whilst increasing reserves on an annual basis
2. Leadership and Management Structures	will establish clear strategic leadership and quality systems to deliver and service the needs of the membership, the business and the game
3. Recognition and Profile	will be recognised by its stakeholders as a highly desirable and marketable brand, through our use of top quality communication tools
4. Widening Opportunities	will provide Netball activity and access to appropriate competition in quality facilities through our partners in clubs, education and the community
5. Nurturing Talent and Developing Excellence	will develop a transparent and nationally accessible talent identification system, with a clear pathway of support to develop World Class athletes that will take England to “Number 3 in the World”
6. Education and Training	will improve the quality and quantity of coaches, umpires, officials and volunteers through the provision of a range of accessible development opportunities
7. Equity and Ethics	will create a culture which embraces diversity and within which every participant will be able to enjoy the respect of others and to experience their Netball in an enjoyable and safe environment

3. Equity Action Plan

Section One – One year Action plan for 2006/07

Objectives	Action	Progress
Disability Implemented a programme to work with partners to provide recreational and competitive opportunities for disabled people	Develop player pathway for players with a moderate learning disability (MLD) players in conjunction with disability partners (Mencap, Special Olympics, EFDS).	Initial discussions have been held with the partner agencies and further discussions are being held
	Extend opportunities within an additional impairment group.	To be identified through monitoring process
	Staging of National Championships for People with Learning Disability	Achieved
	Identify projects within the region (s) to meet local need.	Under-way – case studies being developed
Racial Equality Increased numbers of people from ethnic minority groups involved as players, volunteers and staff.	Identify projects within the region (s) to meet local need.	Under-way – case studies being developed
	To enter into partnership with the Muslim Women Sport Foundation with the aim of developing a partnership for the development of the game.	Initial contact made
Men and Boys Support a structure that provides recreational and competitive opportunities for men and boys.	Research other Countries integration / management of men and boys involvement in Netball, as players.	Initial discussions held with international body
	Audit current position of men and boys involvement as players (single sex / mixed).	Pilot project underway in 4 regions

Sports Equity Applied the principles of sports equity and welfare throughout the organisation.	Submission of evidence to achieve preliminary and foundation level of Sport England's Equality Standard: A Framework for Sport.	Submission made in November 2006 for Foundation (successful) and preliminary (January 2007) – unsuccessful first submission
	Consolidate information carried out by England Netball to clearly identify the issues and barriers associated into one report to guide future action planning	Produced with conclusions
	Circulate updated Equal Opportunities and Equity Policy to staff and members.	Circulated
	Regions to adopt updated policy and use as basis of equality work.	In progress
	Write an England Netball equity action plan	Action plan developed
	Work with regions to establish most effective way of achieving equity targets (including 7.4, 7.5, 7.6) and provide necessary guidance. Potential to develop technical support group to look at equity and welfare.	Support groups set up in some regions
	Work cross directorate to integrate the principles of equity and welfare in all areas of EN work.	CMT agenda item and departmental meetings held

In addition to the above set out in the operational plan, we have also achieved the following during 2006/07

Objectives	Action	Progress
To ensure all who are involved in Netball have an understanding of sports equity	To have produced and identified resources to implement stages 1, 2 and 3 of the 4 stage equity training programme to staff	Achieved
To set accountability for sports equity at the highest level in EN	To have reviewed all policies and procedures to ensure they reflect equality good practice	Achieved
Identify the demographic make up of the EN membership, professional staff, elite athletes and senior volunteers	To develop a more effective monitoring form and explanation to encourage more members to fill in when subscribing or renewing membership	Achieved
	To have a clear idea of the demographics of those involved in the sport of Netball	Achieved
	To have collated demographic data from membership returns, staff and senior volunteer surveys	Achieved
	To have analysed the data and produced a report on which to base subsequent work	Achieved
To ensure EN's workforce is trained and able to support people from all areas of the community	Introduce disability awareness into new coaching qualifications	Achieved
	Launch deaf awareness protocols for umpires	Achieved
Ensure EN marketing, media and branding is reflective of the current and future profile of our sport	New website to be developed and launched	Achieved

Section two – two-year overview of the key milestones to the end of whole sport plan period in March 2009

All areas of our business are integrated into this planning process and are categorised as follows for our future equity action plan

- Corporate Leadership / Services
- Affiliations and Membership
- Sports Development Delivery / Widening Opportunities
- Workforce Development
- Nurturing Talent and Developing Excellence
- Marketing, Media and Branding

Objectives	Year Two Milestones (2007/08)	Year Three Milestones (2008/09)
Corporate Leadership / Services		
To ensure all who are involved in Netball have an awareness of Netball's equity policies/ plans	- Ongoing review and consultation at local, regional and national level with staff, volunteers, partner sports equity organisations and local communities	- To have developed a coordinated communication, publicity and information strategy for the dissemination of information regarding Netball's ongoing progress in sport equity
To ensure all who are involved in Netball have an understanding of sports equity	<ul style="list-style-type: none"> - implementation of stages 4 of the 4 stage equity training programme - stages 3 and 4 of the training programme delivered to identified senior and regional volunteers - Equality training is included in the induction, review and appraisals for staff and volunteers 	- Rolling implementation of programme of equity training in Netball underway
To set accountability for sports equity at the highest level in	- To have developed a management framework to support the ongoing development,	- all of the EN internal policies and procedures pay due regard to diversity

EN	implementation and monitoring of the Equity Action Plan - ongoing policy review	- equality is mainstreamed through EN's operations, functions and service delivery	
Ensure the equity training plan is implemented	To implement stages 1,2 and 3 of the equity training plan for all relevant staff	- To implement stage 4 of the equity training plan for existing staff - To implement stages 1,2 and 3 for any new or untrained staff	-
Ensure sufficient funds are available to support the delivery of EN's action plan	- To work as a management team to ensure priorities are understood and budgeted for accordingly	- To work as a management team to ensure priorities are understood and budgeted for accordingly - Identify a longer term plan to ensure this area of work can be sustained and grown for the future	-
Ensure appropriate planning and monitoring systems are in place to measure the success of the equity action plan	- Ensure year two equity action plan is monitored and reviewed to identify success factors and year three detailed plan	- Ensure year two equity action plan is monitored and reviewed to identify success factors and next 4 year plan	
Affiliations and Membership			
Identify the demographic make up of the EN membership, professional staff, elite athletes and senior volunteers	- To have collated a larger percentage and analysed demographic data from membership returns through the online affiliation scheme linked to census date - To have utilised the data collected to inform the development of good practice and for this to be publicised - To repeat the research project held in year one - To have considered a compulsory check box on online membership forms	- to have established positive action schemes to increase the diversity of staff and board members - to have increased the diversity of the people participating (players, coaches, officials, administrators) in Netball	

Sports Development Delivery / Widening Opportunities			
Promote equality of opportunities for young people through Step into Sport and other youth programmes	<ul style="list-style-type: none"> - Directly linked to SiS objectives - identify inequalities in School sport 	<ul style="list-style-type: none"> - Directly linked to SiS objectives 	
Promote opportunities for people with disabilities to get involved with Netball	<ul style="list-style-type: none"> - To run the Marion Smith Learning Disability Championships (MSLDC) in 2 age groups and expand number of teams taking part - Review disabled participation groups against current playing accessible opportunities - Finalise and implement the disability player pathway 	<ul style="list-style-type: none"> - To expand the MSLDC further and include Wales, Scotland and NI to enter teams - Implement findings of disability review into player pathway and accessible opportunities 	
Promote and develop opportunities for people from ethnic communities to get involved in Netball	<ul style="list-style-type: none"> - To have collated examples of good practice currently operating throughout the Sport - To share good practice - To identify gaps in provision - Enter into partnership with ethnic minority national bodies to promote and develop the sport (specific relationship to be develop nationally with Muslim Womens Sports Foundation) 	<ul style="list-style-type: none"> - To develop a consultation process with ethnic minority communities with the aim of developing further opportunities for involvement in Netball at all levels 	
Create, develop and share equity good practice at a regional and local level	<ul style="list-style-type: none"> - Examples of good practice have been identified and promoted throughout Netball (with particular focus on projects that help to attract disabled people and ethnic minority communities to the sport) - more robust system of publicising good practice developed 	<ul style="list-style-type: none"> - Projects operating throughout the country 	

Workforce Development (Coaches and officials)			
To ensure EN's workforce is trained and able to support people from all areas of the community	<ul style="list-style-type: none"> - To review and launch new EN disability awareness courses - To ensure access to other partner organisations training such as scUK, Running Sports 	To have a comprehensive equity specific training programme for all aspects of the workforce (coaches, officials, administrators)	
	<ul style="list-style-type: none"> - Include Equity as a fundamental element of the workforce TNA and planning process. 	Review and update training needs.	
Nurturing Talent and Developing Excellence			
Talent ID and development structures for regional and national programmes remain equitable and objective	Ensure these are consistently applied, reviewed and monitored	Ensure these are consistently applied, reviewed and monitored	
Selection of young and adult elite athletes remains fair, open, transparent and equitable	<p>Annual review of these policies</p> <p>Youth and Talent review for new selection policy to be adopted</p>	Annual review of these policies	
Marketing, Media and Branding			
Ensure EN marketing, media and branding is reflective of the current and future profile of our sport	<ul style="list-style-type: none"> - Develop PR policy for fair and equal coverage of those involved in Netball with priority or positive PR actions listed - Media list to be reviewed 	- Netball to be branded, marketed and reported in the press as a sport accessible to women from all population groups from all areas of the business	