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1.0 INTRODUCTION

Netball Ireland (NI) recognises and values diversity and demonstrates a commitment to equality by offering appropriate opportunities for netball participation and improvement to all.

NI takes inclusion precedent, and follows the governance of, its regional and international netball governing bodies – Europe Netball (EN) and World Netball – as well as the laws and social policy of the Republic of Ireland (ROI), including guidance from Sport Ireland.

2.0 PURPOSE

To advocate inclusion for all NI members and attendees by creating an environment free of discrimination which enables fair and equal opportunity for all.

3.0 SCOPE

This policy applies to all NI members – including NI committee, players, coaches, team management, officials – as well as non-affiliated volunteers and spectators at any NI event or activity/service.

4.0 LEGAL REQUIREMENTS

According to the Employment Equality Acts 1988-2015 and the Equal Status Acts 2000 – 2015 no person can be discriminated against based on their:

- Gender;
 - Marital Status;
 - Family Status;
 - Sexual Orientation;
 - Religion;
 - Age;
 - Disability;
 - Race (ethnic background); or
 - Membership of the Traveller Community.
- [see 11.0 for definitions]

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Approved by: _____ Lynette Wall, President	Date: 03/06/2021

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The Gender Recognition Act of 2015 allows legal gender changes without the requirement of medical intervention or assessment by the state. Such change is possible through self-determination for any person aged 18 or over resident in Ireland and registered on Irish registers of birth or adoption. Persons aged 16 to 18 years must secure a court order to exempt them from the normal requirement to be at least 18.

5.0 ROLES & RESPONSIBILITIES

NI has a legal responsibility to comply with the Employment Equality Acts 1998-2015, the Equality Status Acts 1998-2015, and the Gender Recognition Act 2015. Accordingly, NI will take all reasonable steps to prevent and eliminate all forms of discrimination and victimisation.

All NI members, attendees, and volunteers must promote inclusion by ensuring that their conduct is inoffensive and does not discriminate against or victimise anyone.

NI encourages all members to challenge inappropriate behaviour and support anyone who is or has experienced discrimination or unfair treatment.

5.1 Executive Committee

- Must ensure that this policy is continually reviewed, updated as required, consistently implemented, and that any breaches are appropriately dealt with in accordance with NI's Complaint, Dispute and Disciplinary Policy (NI-1015).
- Must communicate this policy to all members and volunteers to facilitate understanding of the NI inclusion ethos and each individuals' responsibilities in achieving this objective.

6.0 DISCRIMINATION, HARASSMENT, BULLYING AND VICTIMISATION

NI has a policy of zero-tolerance to all discrimination, harassment, bullying and victimisation – see NI's Anti Discrimination, Harassment, Bullying, and Victimisation Policy (NI-1013).

Any behaviour and language not in keeping with this principle is challenged and sanctioned appropriately – see Complaint, Dispute and Disciplinary Policy.

7.0 REASONABLE ADJUSTMENTS

A reasonable adjustment is a change or adaptation to the physical or working environment that removes or minimises any potential disadvantages an individual may face which would hinder their ability to participate. Reasonable adjustments are only considered as such when it is not at the expense of the health, safety, and well-being of all.

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Decisions regarding reasonable adjustments will consider personal details only as relevant to preventing discrimination under the nine categories outlined in 4.0.

NI has a duty to make reasonable adjustments for all individuals. NI will consider all requests for adjustments and, where possible, will work with individuals to implement reasonable adjustments that will enable them to participate more fully in netball activities. In addition, NI and its members each have an obligation to think ahead and address any barriers that may impede any individual from accessing NI services and events.

8.0 INCLUSION GUIDANCE FOR CLUBS, NATIONAL SQUADS & SCHOOLS

- All new members should be welcomed, and attention paid to the specific, differing needs of all individuals, particularly young people and vulnerable persons.
- Ensure the athlete’s/members first session is suitable for their needs.
- Understand the various, differing needs of individuals as to facilitate a group balance that enables fair inclusion for all.
- Promote inclusion within groups to ensure a collective team environment. If necessary, work with the group to encourage understanding of any/all differences and how to embrace these to allow the full participation and enjoyment of all people.
- Consider the content of the session and make adaptations necessary to promote inclusion. This could relate to style of coaching and interaction or having different methods/levels of participation.
- For youth participants, take advice from the individual, their parents/guardians, and/or others with relevant expertise regarding their needs.

9.0 INCLUSION OF TRANSGENDER PERSONS

NI promotes the membership of all persons and wishes to ensure that as many people as is safe and practicable have an opportunity to participate in netball. See NI’s Transgender Inclusion Plan (NI-5015) for further reference.

10.0 DOCUMENT HISTORY

- Version 01: This is a new Policy
- Version 02: ‘Europe Netball’ name-change update

11.0 ABBREVIATIONS & DEFINITIONS

- NI Netball Ireland
- EN Europe Netball
- ROI Republic of Ireland

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Transgender: the umbrella term for any person whose gender identity does not correspond to that person’s biological sex assigned at birth, and all cross over identities that challenge the socially constructed border between the genders.

Young people/person: anyone under 18 years of age.

Vulnerable people/person: a person, other than a child, who —

- a) is suffering from a disorder of the mind, whether as a result of mental illness or dementia;
- b) has an intellectual disability;
- c) is suffering from a physical impairment, whether as a result of injury, illness or age; or
- d) has a physical disability, which is of such a nature or degree as to (i) restrict the capacity of the person to guard himself or herself against harm by another person, or (ii) result in the person requiring assistance with the activities of daily living including dressing, eating, walking, washing and bathing.

Employment Equality and Equal Status Acts:

- Gender – a man, woman, or transgender person.
- Marital Status – single, married separated, divorced or widowed.
- Family Status – pregnant, a parent of a person under 18 years or the resident of primary care or parent of a person with a disability.
- Sexual Orientation – homosexual, bisexual or heterosexual.
- Religion – different religious belief, background or outlook.
- Age – this only applies in relation to persons above the maximum age at which a person is statutorily obliged to attend school.
- Disability – this is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions.
- Race – skin colour, national origin or ethnicity.
- Membership of the Traveller Community – people are commonly called Travellers, who are acknowledged both by Travellers and others, as people with a shared history, culture and traditions, identified historically.

12.0 REFERENCE

NI-1013 Anti Discrimination, Harassment, Bullying, and Victimisation Policy

NI-1015 Complaint, Dispute and Disciplinary Policy

NI-5015 Transgender Inclusion Plan

ROI Employment Equality Act 1998 – 2015

ROI Equal Status Acts 2000 – 2015

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ROI Gender Recognition Bill 2015