



DEDICATED TO DIFFERENCE ACTION PLAN (DIAP)

MARCH 2024



OUR MISSION

To Lead a movement, on and beyond the court. To uphold an unapologetic focus on women and girls whilst opening the game for new audiences to belong, flourish and soar.

Thriving Collective

We will unite our people and partners behind our purpose



People Plan

- Culture and System
- Experience
- Growth
- Learning and Support



Belonging Commitment Statement



D2D Action Plan (Our DIAP)

Aligned to Strategy and People Plan

In 2021 we embarked on our new adventure and published our 10-year strategy. Our purpose for the next 10 years is to lead a movement on and beyond the court and to uphold an unapologetic focus on women and girls whilst opening the game to new audiences to belong, flourish and soar. Our strategy aims to embed the diversity & inclusion throughout the work we do and the destinations we want to reach over the 10 years.

Our adventure is driven by our moral compass which is our framework of beliefs, values and ideals we hold fast, that help us stay true to our purpose. Dedicated to Difference is one of its driving pillars, where we pledge to promote and celebrate difference, embracing the opportunity to make our sport a possibility within everyone's reach, ensuring netball is open to new audiences, beyond our current following, to discover the joy of belonging in netball.

Our commitment to this is outlined in our Belonging and Commitment Statement.

“ We pledge to promote and celebrate difference, embracing the opportunity to make our sport a possibility within everyone's reach. ”



BELONGING & COMMITMENT STATEMENT

In netball we want everyone to find a place to belong flourish and soar. A place where you can retain your own personality, style and flair. A place you are cherished and appreciated for simply being you.

The on-court structure of our sport inherently recognises that the strength and success of a team comes from difference. We actively strive to create a culture that values, recognises, and supports individuality throughout all aspects of netball, to allow our people and our sport to continue to thrive and reach new heights.

We will:

Drive an inclusive culture – by informing and challenging ourselves, our partners and leaders at all levels of our sport and organisation to cultivate a sense of belonging for all who join us on our adventure.

Remove barriers – by developing and evolving our sport to meet the needs of both current and future audiences.

Unlock opportunities – by partnering with organisations who share our values, ambition and intent, to help us achieve what we can't alone.

Provide exceptional experiences – by putting individuals at the heart of all we do, recognising and being empathetic to difference.

Take action – by continuing to take seriously our responsibility to govern and safeguard the sport ensuring it remains a safe, welcoming and fair place for all.

Be an active ally – by being relentlessly committed to representing, celebrating, and proudly standing with all communities.

Never stand still – by always staying curious and evolving to remain relevant to our growing Netball Family.



OUR THRIVING COLLECTIVE PEOPLE PLAN

Our People Plan is an enabler of the Adventure Strategy. It is our unwavering commitment to making our sport safer for everybody. We aspire for the culture within netball to be consistently safe, fun and inclusive, and a sport where people feel they can belong, flourish and soar.

Our Challenges

Using both England Netball and broader sector insight to better understand the current People landscape, the People Plan will address the following four critical challenges:

- | | |
|---------------------------------|--|
| Culture & System - | Our culture isn't consistently welcoming for all, and our system is set up for the middle and upper-class groups in society. |
| Experience - | Those from ethnically diverse communities feel less welcome in the sport than their counterparts. |
| Growth - | The Thriving Collective isn't representative of the society we live in. |
| Learning & Support - | Our current People system excludes low-income groups from the sport. |

Our D2D Action Plan directly supports the implementation of the People Plan. The six key ambitions emphasise our dedication to driving diversity and fostering an inclusive culture for all.

People Plan	Our D2D Ambitions	We will
Culture & Systems 	1. Strategy and Leadership The leaders of our sport will role model a proactive fully inclusive culture, be accountable for upholding anti-racist and anti-discriminatory principles in our policies, practices, and decision-making. Our leaders will live, champion, and communicate these consistently throughout the organisation.	Drive leadership accountability. Fearless People Leaders who create psychologically safe environments Integrate EDI into the way we work Drive systemic change - NETBALLHer
	2. Data and Reporting To have a comprehensive and consistent data collection system to better understand the diversity of our staff, members, athletes, and stakeholders, in order to report transparently on our progress towards overcoming barriers and improving experiences of underserved communities.	Create effective data gathering process to benchmark against industry standards and track progress of diverse representation. Drive and communicate the importance of data collection. Be targeted and purposeful research. Be transparent by publishing.
	3. Governance To have a clear governance framework, ensuring that our Dedicated to Difference ambitions are embedded in every aspect of ENs governance structure, policies and practices.	Clearly defined governance framework Inclusive Policies Leadership Diversity Establish and engage stakeholder network in policy development



People Plan	Our D2D Ambitions	We will
Experience	<p>4. Celebrate, Communicate and Empower (Stakeholder Engagement)</p> <p>We empower underrepresented groups including those who may have been marginalised or discriminated against within our sport and actively support and promote their voices.</p>	<p>Celebrate the netball family for EDI work.</p> <p>Actively share our ambitions and learnings.</p> <p>Hold biannual EDI events.</p> <p>Deliver quarterly updates.</p> <p>Increase audience engagement.</p>
Growth	<p>5. Representation</p> <p>EN and the netball family will represent the diversity of our society and continue to grow our membership and adapt to our changing nation.</p>	<p>Diversify our recruitment.</p> <p>Support career advancement for underrepresented communities.</p> <p>Elevate the visibility of role models.</p> <p>We will actively grow and celebrate the contributions of our partners who help expand the reach of netball to new and diverse audiences beyond our core focus, through close collaboration with England Mens and Mixed Netball Association (EMMNA) and other delivery partners.</p> <p>Seek out Commercial partners who align with our D2D ambitions.</p>
Learning & Support	<p>6. Continuous Education</p> <p>To have a Thriving Collective that is genuinely curious to continually grow their knowledge and confidence bringing to life our ambitions around diversity and inclusion.</p>	<p>Support leadership development and deliver educational workshops.</p> <p>Engage in external learning opportunities and share learning materials.</p> <p>Modernise our learning to make it more accessible.</p> <p>Embed EDI education in all our new CPD and thread through existing plans e.g. Coaching Plan.</p>



ENGLAND NETBALL
DEDICATED TO DIFFERENCE
ACTION PLAN (DIAP)
MARCH 2024

