



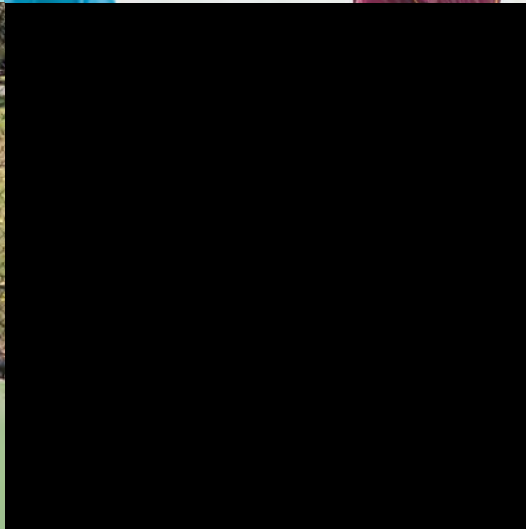
**ONE
NETBALL**



netball
AUSTRALIA

7

**Pillars of
Inclusion**



INCLUSION ACTION PLAN FOR NETBALL CLUBS & ASSOCIATIONS





WHAT IS AUSTRALIA POST ONE NETBALL?

The Australia Post One Netball program consists of a range of local, State and National initiatives that builds the capacity of the netball community to engage and support new communities, as well as welcoming newcomers to netball. One Netball connects the growing and changing Australian community with our game.

FROM
200
COUNTRIES



200+
LANGUAGES
SPOKEN AT HOME



1 IN 4
BORN OVERSEAS



50+
INDIGENOUS
LANGUAGES SPOKEN



2.2%
PER YEAR
INDIGENOUS
POPULATION GROWTH



3.5
MILLION
HEARING IMPAIRED



4.2
MILLION
WITH DISABILITIES



11 IN 100
OF DIVERSE SEXUAL ORIENTATION,
SEX OR GENDER IDENTITY



AUSTRALIA'S CHANGING COMMUNITY
24 MILLION PEOPLE



INITIATIVES OF ONE NETBALL

From the sidelines to the centre circle, from your Clubhouse to the Australian Netball Diamonds, everyone has a role to play in creating fair, safe and inclusive netball communities for all Australians.

There are many ways that you can get involved with One Netball, from increasing your awareness of inclusive Club practices to supporting important campaigns that promote and celebrate diversity. Here are just a few One Netball initiatives that you can learn more about at onenetball.org.au:



CONNECTED CLUBS AND COMMUNITIES WORKSHOPS



ONE NETBALL AMBASSADORS



ONE NETBALL COMMUNITY AWARDS



'COME AND TRY' OPPORTUNITIES FOR NEW COMMUNITIES



INTERACTIVE ONLINE RESOURCES



INCLUSION ACTION PLAN AND SURVEY



INCLUSION ONLINE COURSE



Photos from left: Josie Janz-Dawson and Clare McMeniman with the Lapa Divas from the La Perouse Youth Haven at Netball World Cup SYDNEY 2015.

Centre: Geva Mentor with 2014 Australia Post One Netball Community Award Winners Parndarna Netball Club on Kangaroo Island, South Australia.

Right: Josie Janz-Dawson with 2014 Australia Post One Netball Community Award Winner Leanne Eades and players from the Allstars Netball Club in Katanning, WA.

Photos from left: Rebecca Bulley with Kim Buckingham from Manly Warringah Netball Association, NSW 2014 Australia Post One Netball Community Award Winners for their All Abilities Netball Program.

Centre: Mo'onia Gerrard with students from Punchbowl Primary School in August 2015 at the Netball World Cup SYDNEY 2015.

Right: Kim Green with 2014 Australia Post One Netball Community Award winners at Guildford Leagues Knights Netball Club, NSW.



WHAT IS THE INCLUSION ACTION PLAN?

This Inclusion Action Plan (IAP) was designed by Netball Australia and the eight State and Territory members, in partnership with Play by the Rules, to assist netball Clubs and Associations on their journey towards creating more inclusive netball communities.

The IAP provides a list of short, medium and long term actions that your Club or Association can take to engage and support everyone from your local community in your netball environment. This may include (but is not limited to) multicultural communities, Aboriginal and Torres Strait Islander communities, people with disabilities and other communities who face barriers to participation in netball.

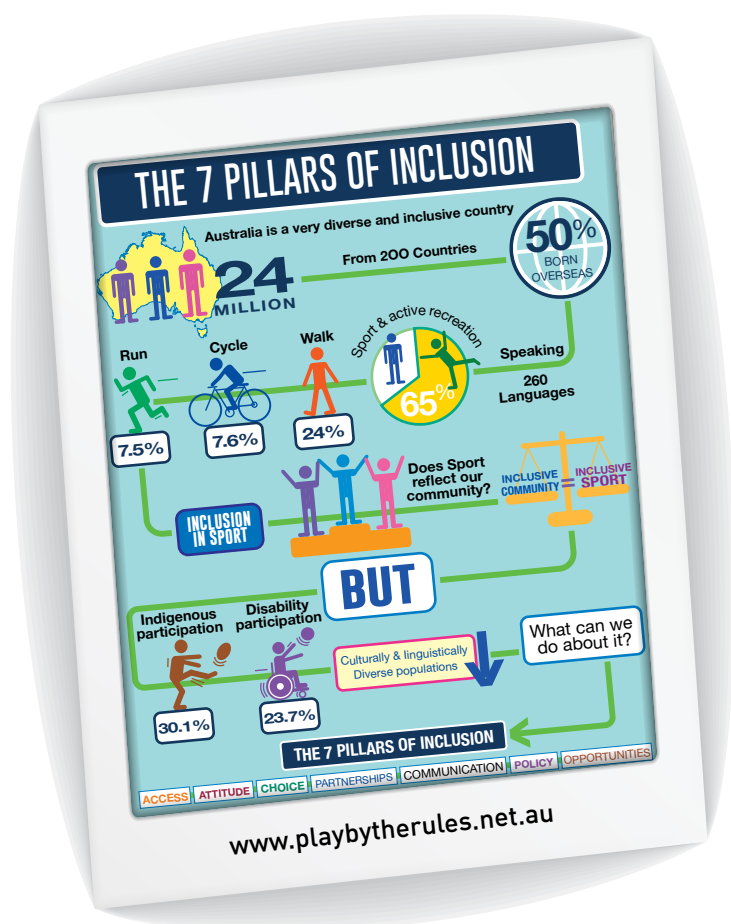
The IAP is based on the 7 Pillars of Inclusion model, which was developed by Play by the Rules (PBTR). PBTR is a national initiative backed by Federal and State governments that promotes safe, fair and inclusive sport and provides an inclusive sport framework for sporting organisations from the grassroots to national level.

WHAT ARE THE 7 PILLARS OF INCLUSION?

The 7 Pillars of Inclusion for Netball is about giving you a 'helicopter' view of inclusion. These are the common elements that contribute to creating inclusive environments that reflect the communities that we live in. The 7 pillars are:

- Access • Attitude • Choice • Partnerships • Communication • Policy • Opportunities

These pillars can be used as the basis for knowledge and actions across all levels of netball, for all disadvantaged and diverse groups, thereby reducing the need for different programs and policies for each.





THE PATH TO INCLUSION SUCCESS!

1.
Visit

One Netball at onenetball.org.au to learn more about the 7 Pillars of Inclusion for Netball.

1

2

2.

Track your progress by taking the Inclusion Action survey at onenetball.org.au to see how your Club or Association is progressing on its inclusion journey.

4.

Create your own Inclusion Action Plan by selecting relevant actions in this document.

4

3

3.

Get your survey results to understand your strengths and areas for improvement.

7.

Share your Club or Association's inclusion success stories, including the #onenetball hashtag or via your own website/social media.

5

5.

Access our Inclusion Library for all the info, resources, templates and tools you'll need to help you complete your inclusion actions at onenetball.org.au.

6.

Register for a free workshop or complete the Inclusion training online at onenetball.org.au.

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8.

Nominate your Club, Association or an individual for a One Netball Community Award.

9.

Get in touch with your One Netball Coordinator in your State or Territory for more assistance at onenetball.org.au.

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PILLAR 1: ACCESS

Ensuring good 'access' at your Club or Association is about promoting a positive, welcoming environment where everyone can participate and where any language, cultural or physical barriers are addressed.

Can community members of all ages, cultural and religious backgrounds, levels of ability or disability, access your netball environment?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'ACCESS' ACTIONS

 Quick wins	Person responsible for this action
1. Encourage your community to get involved in netball and to find their local Club by distributing your registration flyers to local schools, libraries, local councils and community groups.	
2. Provide information about Netball Australia's Inclusion NetSetGO program to schools and community-based organisations that engage with young people from diverse backgrounds or people with a disability.	
3. Promote awareness of participation opportunities for hearing impaired and deaf participants. Contact Deaf Sports Australia or Deaf Netball Australia for support.	
4. Teach members some basic principles of adapting and modifying netball to include people with a disability, by engaging your local disability service provider or a relevant charity to speak to your committee.	
5. Provide training for your coaches and members on cultural awareness and the value of inclusion and diversity. Register for our free Connected Clubs & Communities workshop or source relevant providers or trainers from your State or Territory Netball Association.	
 Medium-term actions	
6. Review the first 'point of contact' that newcomers have with your Club or Association and consider how you can improve this experience.	
7. Assign a ' Welcome Officer ' to the main entry point at your Registration Day, to assist any newcomers with the registration process.	
8. Review your Club's website and online forms to ensure that they are accessible and easy to follow.	
 Long-term actions	
9. Provide some of your important print and online pages, such as registration info, in different languages, relevant to key community groups in your area.	
10. Engage a local disability service provider or community group to conduct an access audit to identify where you might improve physical access to your Club or Association premises.	




PILLAR 2: ATTITUDE

Attitude is one of the biggest barriers to participation and underpins all the Pillars of Inclusion. A positive attitude will often translate to providing greater choice and access to opportunities.

Do your members have a positive attitude towards people from a variety of backgrounds and abilities and make them feel like they genuinely belong to your Club or Association?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'ATTITUDE' ACTIONS

 Quick wins	Person responsible for this action
1. Promote the 'What you say matters' guidelines and video to help make your members aware that 'what is said' and 'how it is said' is critically important to creating an environment where everyone feels welcome.	
2. Promote the importance of flexible attitudes to disability at your Club/ Association by sharing the Play by the Rules video on disability inclusion on your website/facebook page.	
3. Demonstrate your Club/Association's expectations of spectators at games by downloading the free One Netball ' Please Remember ' poster that encourages positive sideline behaviour. Also ensure all members sign up to a Code of Conduct as part of the registration process each year.	
4. Download the ' Racism. It Stops With Me ' poster and display it in a central place to ensure your community understands the Club/Association attitude towards racism.	
5. Show members how to effectively deal with all discrimination and child protection issues by promoting the free online Play by the Rules Reference Guide or distributing your Member Protection Policy on registration day.	
 Medium-term actions	
6. Promote anti-homophobia attitudes in your Club/Association by promoting the 'You Can Play' initiative on your website or via your social media channels.	
7. Include the ' What you can do to make your club more inclusive ' info sheet in induction packs for coaches, officials, players and parents and promote it regularly on your website.	
8. Organise a 'Come and Try' netball clinic to promote the game to prospective new members from diverse community groups and for people with disability.	
 Long-term actions	
9. Promote Harmony Day each year on 21 March by organising an orange-themed round to celebrate cultural diversity in your Association.	
10. Hold an open meeting at your Club to discuss what members' attitudes are towards creating greater inclusion and diversity, and what challenges and opportunities they can see. Develop your own 'Ideas to Action' Plan.	




PILLAR 3: CHOICE

'Choice' is all about having options and opportunities. Offering greater choice at your Club or Association requires flexibility, innovation and an attitude that anything is possible.

Does your Club or Association promote choice in activities and opportunities for people in your community to participate or contribute in different ways?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'CHOICE' ACTIONS

 Quick wins	Person responsible for this action
1. Build your confidence in communicating with people with a disability by learning about preferred terminology from your local disability service providers.	
2. Invite new members, their families and friends to social events and other Club activities by posting announcements at local schools and in local newspapers.	
3. Invite past players who have retired from competitive netball to maintain their involvement with your Club or Association by training them in other roles such as coaches, managers, umpires, bench officials or mentors.	
4. Promote the choice of formal and informal playing opportunities at your Club or Association to your community through your website and via social media.	
5. Meet with physical and intellectual disability organisations to discuss your Club or Association's choices supporting athletes with disabilities.	
 Medium-term actions	
6. Have an information booth at your registration day promoting the different ways people in the community can get involved in your Club or Association (i.e. playing, coaching, umpiring, bench officiating, volunteering, canteen).	
7. Check with new participants if they have any special requirements connected to diet, religion or cultural events. Then involve the participants and their parents in developing solutions that may have worked for them previously, such as halal options on your canteen menu.	
8. Speak to your State/Territory Netball Association to discuss uniform flexibility/choice for cultural or religious sensitivity, such as allowing for leggings, long sleeves or headscarves.	
 Long-term actions	
9. Discuss with your State/Territory Netball Association options you can provide for your community to compete socially and casual 'Come & Try' environments, where rules are modified.	
10. Investigate options for grants so your Club or Association can offer uniform and club fee payment discounts for people on a pension or fixed incomes.	




PILLAR 4: PARTNERSHIPS

For inclusion to work effectively, Clubs or Associations need to establish and maintain mutually beneficial partnerships with individuals and groups in their community.

What actions has your Club or Association taken to create positive partnerships with local community groups?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'PARTNERSHIPS' ACTIONS

 Quick wins	Person responsible for this action
1. Ensure the formal and informal processes for forming partnerships in your Club or Association (contracts, agreements, Memorandums of Understanding) are sound by engaging a local lawyer to review.	
2. Arrange meetings with your Club or Association partners or sponsors on a regular basis to ensure that both parties are happy with the relationship and there are no pressing issues.	
3. Promote sponsorship opportunities with your Club or Association by sending information flyers to local centres and groups in the lead up to your registration day.	
4. Provide information on your Club or Association partners on your website to give them wider exposure and recognition in the community.	
5. Create greater awareness about the different partnership opportunities your Club or Association provides by holding a stall at community events or school fairs.	
 Medium-term actions	
6. Review the multicultural, disability and Indigenous organisations, services and centres in your area on an online community directory to see if there are any opportunities for partnerships with your Club or Association.	
7. Hold an Open Day event each year to coincide with registration day or presentation day to showcase the different services or activities of your partners and sponsors.	
8. Investigate online if there are any partnership grants or funding available through charities, government agencies or universities to support your inclusion programs.	
 Long-term actions	
9. Discuss ways your Club or Association can join inclusive campaigns and events as a partner (i.e. 'Racism. It Stops With Me', Play by the Rules , You Can Play) and then promote this association on your website and via social media.	
10. Identify annual days and weeks (such as White Ribbon Day, National Hearing Week, NAIDOC Week, International Day of People with a Disability, Human Rights Day) that your Club or Association can get involved in. Put out a media release or write a story for local media on these days to show how your Club or Association celebrates diversity and respectful relationships.	




PILLAR 5: COMMUNICATION

Communicating what you are doing to increase diversity and promote inclusive practices at your Clubs and Associations is one of the most valuable activities you can do.

How does your Club or Association communicate internally to members and externally to the wider community?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'COMMUNICATION' ACTIONS

 Quick wins	Person responsible for this action
1. Encourage all your members and volunteers to contribute new ideas and suggestions on inclusive policies and practices, by holding regular open meetings, so that all views and concerns are communicated and considered.	
2. Arrange for an Australia Post One Netball Ambassador to speak at your Club or Association to promote your inclusion or diversity event.	
3. Review your website and promotional materials to ensure that people from diverse backgrounds and abilities are visually represented.	
4. Provide information on your Member Protection Policy, Working with Children Checks and Image Consent in registration/induction packs each year and also promote these on your website regularly so members are clear and aware of their roles and responsibilities.	
5. Sign up your Club or Association to the various social media channels, especially Twitter, Facebook, Instagram and YouTube, to communicate to your members and community.	
 Medium-term actions	
6. Produce posters or flyers promoting your Club or Association and distribute these to community centres, libraries, migrant resource centres and schools.	
7. Promote your inclusion successes by writing a story and submitting it to the sports editor at your local newspaper, radio station or sports e-magazines. Don't forget to send it to your State or Territory Netball Association too.	
8. Promote your Clubs and Association's inclusion success stories, photos and videos via Netball Australia's Twitter, Facebook and Instagram channels, using the hashtag #onenetball.	
 Long-term actions	
9. Arrange to have a large sign produced with the word 'Welcome' printed in several different languages and then place this at your front gate.	
10. Create the role of a Communications/Social media volunteer to review your Club or Association's internal and external communication methods to determine their effectiveness and identify any gaps to address.	




PILLAR 6: POLICY

Policies and codes are an essential way to protect against unethical or discriminatory behaviour in your Club or Association and provide guidance for members on their rights and responsibilities.

Is your Club or Association's commitment to inclusion embedded in your policies and promoted at every opportunity?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'POLICY' ACTIONS

 Quick wins	Person responsible for this action
1. Increase awareness of acceptable player conduct by regularly highlighting aspects of the Member Protection Policy and Netball Australia's Junior Netball Policy on your website.	
2. Promote your complaints, reporting and resolution processes to your members throughout the year on your website and ensure everyone is aware who your Member Protection/ Complaints Officer.	
3. Gain the latest advice on policy updates or how to make changes to be more inclusive by regularly speaking with your State or Territory Netball Association.	
4. Help your members to be aware of what to do if they encounter racism at your Club or Association by promoting the Racism It Stops With Me resources and Play by the Rules Racism Toolkit on your website.	
5. Assist your umpires and players to understand the rules and relevant hand signals for players who are hearing impaired or deaf by holding an information night and distributing the resources developed by Deaf Netball Australia and Deaf Sports Australia.	
 Medium-term actions	
6. Nominate a person at your Club or Association to become your Member Protection Information Officer and support them to do the relevant online and face-to-face training.	
7. Promote the free Play by the Rules Discrimination and Child Protection online training to your Committee/Board members at general meetings so they can enhance their knowledge and skills in this area.	
8. Educate your members and community about your Club or Association's position and policies on issues such as racism, sexism, disability, discrimination and homophobia by making clear statements on your website and in newsletters.	
 Long-term actions	
9. Demonstrate how your Club or Association follows an inclusive approach and set targets and goals around this by developing an Inclusion Policy from the template in the www.onenetball.org.au resources.	
10. Appoint a person at your Club or Association to oversee your inclusion strategies and activities, who is responsible for regularly reporting on your inclusion outcomes to your Committee/Board.	




PILLAR 7: OPPORTUNITIES

Opportunities don't happen by chance. Clubs and Associations must be prepared to create and seize new opportunities within their community to create a more inclusive, supportive environment.

Does your Club or Association proactively look for new ways and opportunities to engage with your community?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 10 'OPPORTUNITIES' ACTIONS

 Quick wins	Person responsible for this action
1. Always take the opportunity to reinforce that netball is all about FUN – at training, at competitions and at Club or Association gala days.	
2. Highlight to all of your members what an inclusive Club looks like by sharing the One Netball St Mary's Netball Club video on your website or via Facebook.	
3. Share your Club or Association's inclusion success stories by entering the annual Australia Post One Netball Community Awards at www.onenetball.org.au .	
4. Meet with your Local Council Youth Engagement/Community Engagement representative to understand how to connect with existing sporting programs for newcomers to the area.	
5. Find out when the larger migrant groups in your community celebrate their cultural or religious days and events, and engage them to see how your Club or Association member can get involved.	
 Medium-term actions	
6. Hold a trivia night for your members and the community where the funds raised are dedicated to inclusion programs at your Club or Association.	
7. Apply for grants from charities or governments for new equipment or facilities that will provide new participation opportunities for diverse groups in your community.	
8. Run a netball clinic at major cultural events to introduce your community to you, your Club and to netball.	
 Long-term actions	
9. Conduct an online survey to find out if your members are aware of who to speak to if they have an issue at your Club or Association, then publish your complaints process and relevant contacts online.	
10. Conduct an annual review at your Club or Association to identify if there are any language, cultural or physical barriers members might experience and develop action plans to address any issues.	

EXPERTS ACTION LIST

Some Clubs or Associations have already implemented a range of activities from the 7 Pillars of Inclusion Action Plan lists, following their Connected Clubs and Communities Workshops.

Are you ready to challenge yourself with some activities that will take you to the top of the table in netball for inclusion and diversity?

You can find the tools, templates and resources referenced in the actions below at www.onenetball.org.au

TOP 5 'EXPERT' ACTIONS

	Person responsible for this action
1. Purchase a Club gazebo or tent and have 'Welcome' translated into many languages printed on it. Use this at Club events and when attending community fairs or festivals.	
2. Organise transport systems for your members and volunteers who have difficulty getting to and from your venue, such as car pooling options or arranging community mini-buses.	
3. Organise an online crowdsourcing campaign to raise funds for inclusion projects that you have committed to in your Inclusion Action Plan.	
4. Appoint a volunteer Communications/Social Media Officer at your Club or Association to develop a yearly communications plan, and manage your website and social media presence.	
5. Talk to your State or Territory Netball Association or Reconciliation Australia about developing a Reconciliation Action Plan to outline practical actions your Club or Association can take to promote participation from Aboriginal and Torres Strait Islander people and support wider equality.	

GO TO [ONENETBALL.ORG.AU](https://onenetball.org.au) TO GET STARTED!



Learn how to create a more inclusive, connected netball community with our **FREE workshops!**



Meet our inspiring **One Netball Ambassadors!**



Nominate your inclusion champions for the **One Netball Community Awards!**



Track your Club or Associations' inclusion progress with our **Inclusion Action Survey!**



Download your **Inclusion Action Plan** for your Club or Association!



Complete your **FREE inclusion training online!**



Access **inclusion resources and videos** and **sign up** to receive **One Netball updates!**

For further information or assistance in your State or Territory, contact: