CNL EQUALITY POLICY & GUIDELINES

Statement of Intent

1.1 Croydon Netball League (CNL) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member of the league, official or spectator receives less favourable treatment on the grounds of their age, disability, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex and sexual orientation.

1.2 CNL will ensure that there will be open access to all those who may wish to participate in any aspect of Netball activities and that all such participants are treated fairly, ensuring the highest standards of conduct, fairness, respect, understanding and sportsmanship from everyone involved in netball to ensure that their behaviour and actions meet the value and standards expected of them at all times.

In addition, CNL recognises that we live in a diverse society and will endeavour to ensure that all participants are given the same opportunities regardless of their socio-economic backgrounds.

The CNL is in the female category as per the England Netball Gender Eligibility and Participation Policy September 2025. Eligibility for playing in the League is based on gender. Appendix 1. (Refer to Section 7 of the Policy and the table from Section 1 of the England Netball Gender Eligibility and Participation Guidance September 2025.) Appendix 1 is documented at the end of this document.

CNL encourages inclusive involvement from individuals of all backgrounds in non-playing roles, without discrimination based on age, ability, gender identity, race, ethnicity, sexual orientation, religious beliefs, or socio-economic background

1.3 The Policy applies to all participants in the Leagues, Competitions and Tournaments organised by CNL - the Saturday League, the Evening League, the Summer League, Tournaments, Juniors, the Chairman's Cup Competition and the elected Officers.

2. Purpose of the Equality Policy

2.1 CNL recognises that individuals and / or certain groups in our society may not have been able to participate equally and fully in Netball in the past and that some barriers do exist. CNL therefore undertakes that it will take positive action to ensure that the game is accessible for everyone who wishes to participate in the sport.

2.2 This policy has been produced by CNL to identify and eradicate barriers and tackle unlawful discrimination or other unfair treatment, whether intentional or unintentional, which may preclude some people from participating fully in netball.

All areas of CNL activity will be affected by this policy.

3. Actions

3.1 CNL recognises that, in some cases, to achieve the principle of equality, unequal effort and resource is required and, if appropriate and proportionate, will consider positive action or may introduce special measures to assist any group which is currently under-represented within any area of netball activity.

3.2 CNL will promote continuous personal development as regards equality and where appropriate provide specialist facilities, equipment and training.

4. Discrimination, harassment, bullying and victimisation

4.1 CNL regards discrimination, harassment, bullying or victimisation as serious misconduct for which members will be liable to appropriate disciplinary action.

5. Responsibility, implementation and communication

5.1 This Policy will be reviewed each year and each participating Club will be asked to sign an agreement on behalf of all their Club members that they will conform and abide by the rules of CNL.

5.2 The CNL Committee will endorse and be responsible for ensuring that this Equality Policy and Code of Conduct Policy & Guidelines are implemented and will deal with any actual or potential breaches. Sanctions will include the deduction of points and the institution of disciplinary action at the Committee's discretion.

5.3 All members involved in CNL have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

5.4 All Clubs are to ensure that they have a member who is fully conversant with Safeguarding and Child Protection procedures.

The CNL disciplinary procedure is produced as a separate document.

August 2026
CNL Committee/jbr

Appendix 1
Extract from Section 1 (page 4) of the England Netball Gender Eligibility and Participation Guidance September 2025 – Summary table of gender eligibility for playing in the Surrey County League

Below is a summary table to help netball organisers and players understand gender eligibility.

	FEMALE CATEGORY	MALE CATEGORY	MIXED CATEGORY
Female at Birth	Eligible	Not eligible	Eligible
Transgender Woman	Not eligible	Eligible	Eligible
Transgender Male*	Eligible	Eligible	Eligible
Male at birth	Not eligible	Eligible	Eligible
Non-Binary - Female at birth	Eligible	Eligible	Eligible
Non-binary - Male at birth	Not eligible	Eligible	Eligible
Transgender & Non-binary players aged 11 & under	The Gender Eligibility & Participation Policy does NOT apply to anyone aged 11 and under on 1 September of the membership year. (largely this will mean all children who are of primary school age). These children can participate in any form of netball in the gender they identify as.		

*If any athlete/player/participant has undergone or is undergoing hormone therapy or treatments that could provide competitive advantage, please refer to the Gender Eligibility & Participation Policy document, clause 7.2.2