Dedicated To Difference Action Plan (DIAP) – Oct 2026 Updates

In April 2026 we made a commitment to publish biannual updates of all actions within the Dedicated to Difference Action Plan. These updates are intended to provide a transparent assessment of our work up to and including September 2026. Our Dedicated to Difference Actions all have a deadline for completion by March 2027, unless otherwise specified within the action plan.

Our Actions	Oct 2026 Update
CULTURE AND SYSTEMS – STRATEGY AND LEADERSHIP **Drive leadership accountability.**	
- EDI Board Champion to work with DBBP to ensure all board meetings consider EDI.	- The DBBP provides updates to the EDI Board Champion prior to each meeting, flagging areas of progress, concern or opportunity.
Fearless People Leaders who create psychologically safe environments	
- England Netball Executive Team to deliver at external conferences (other NGB's and system partners) to lead a movement for women and girls.	- We are proud to have delivered, or sat on panels, at the IWG Global Summit, Raise conference, Women's Sport conference and the NEDWork conference.
- Include reference to anti-discriminatory practices and belonging within our staff survey.	- Questions relating to Belonging, challenging exclusionary behaviour, hearing diverse voices and bias within career progression were added. Completion rate of 78.4%.
Integrate EDI into the way we work	
- Diversity and Belonging Business Partner to review all operational plans to ensure EDI work is integrated across planned activities.	- Dedicated to Difference Action Plan published with integration of activities from across 2026/27 operational plans.
- Deliver place-based interventions that tackle underrepresentation at a local level.	- No update.

- Deliver best in sector major events for women and girls.	- Delivered enhanced safety and travel measures including a lit and staffed walking route and dedicated transport for EN events. Free 'Here we Flo' products provided in all female and gender-neutral toilets at Co-Op Live. Collaboration between Nixi Body and NETBALLHer to deliver activation focused on female health and wellbeing. NPS increase from +72 in 2025 to +91 in 2026.
- Upgrade website to enable easier communication with EN and better reflect the preferred mediums of Gen Z and Gen Alpha e.g. WhatsApp.	- Chat bot implemented via website and is in use. WhatsApp support is in progress and due for launch imminently.
- Identify and begin to systematically remove barriers across the Roses Pathway.	- See 'Develop Pathway' objective under 'Growth – Representation' for further information.
- Support Netball Players Association to continue delivery of Female Athlete Health Programme across performance and NSL environments.	- The programme has been delivered by the NPA across seven out of the eight NSL clubs. A report of findings has been shared with EN Exec and the NSL Clubs.
Drive systemic change - Recruit 400 NETBALLHer Champions.	- Champions recruitment is ongoing with activations arranged for the upcoming Horizon series.
- Co create and advocate for a national puberty toolkit for clubs. Contribute to a cross sport/sector partner toolkit developed with the national Puberty Group.	- The toolkit has been created and is currently being piloted with a range of grassroots clubs, across sports.
- Create and launch a new membership offer.	- A new member proposition has been signed off by the EN Exec and Board. Implementation is to be phased from 2026-29. We are currently working towards a stakeholder engagement plan to build understanding of, and support for, the overall vision.

- Consider female health and wellbeing across all learning offers and learner's support. - Create a Coach membership to grow community and ensure our coaches feel supported and that they belong.	- We are currently developing our 'Leader' learning offers and female health and wellbeing is being embedded throughout. - Coach membership is to be included in the phased implementation of the new membership offer (above). A survey is due to be launched during the 2026/27 season to gather insight that will inform the development of the coach offer.
CULTURE AND SYSTEMS – DATA AND REPORTING **Create effective data gathering process to benchmark against industry standards and track progress of diverse representation.** - Utilise ENgage (our membership system) to improve data collection across entire pathway (from grassroots to Roses). **Drive and communicate the importance of data collection.** - Increase demographic data collection across the talent pathway (including NSL and Roses). **Be targeted and purposeful with research.** - Carry out spectator survey analysis of all major events to continuously improve and provide experiences tailored to the needs of women and girls. - Implement learnings of Women in Sport's 'Black Girls and Sport: A Breakup Story' and 'Reimagining Sports Coaching' across our activities. **Be transparent by publishing annual updates.** - Publish Diversity and Belonging Report and updated Dedicated to Difference action plan annually.	- No update. - For the first time, a summary report on the demographic report of the NSL Pathway has been compiled, including 1100+ athletes. Work is ongoing with clubs to increase the range and quality of data available. - Reports have been completed and provided to the Events team for all major events, these include all home international fixtures, the NSL Super Cup and the NSL Grand Final. - The Inclusive Kit Policy (a core barrier identified within the research) has been launched with implementation due from the 2027/28 season. Work regarding other barriers is ongoing. - Action Plan published in April 2026 and Diversity and Belonging Report published in November 2026.

CULTURE AND SYSTEMS - GOVERNANCE **Clearly defined governance framework**	
- Ensure responsibility for EDI is clearly defined across the organisation with regards to both accountability and reporting.	- Full EDI structure is published within the Dedicated to Difference Action Plan.
- Recruit Regional EDI Leads and relaunch EDI Lead Network.	- Regional EDI Leads have been recruited in seven of nine Regions. The first EDI Lead Network meeting was held in September 2026 and will be scheduled three times per year moving forwards.
- Strengthen our governance structures to ensure greater visibility and oversight of who our coaches are and where they coach. Establish a central database of coaches, with an accompanying action plan to be shared with Sport England.	- No update.
Inclusive Policies	
- Support NSL clubs to implement a DIAP for their own activities in line with the Sports Governance Code.	- Practical guidance, templates and ongoing support has been provided to all clubs. All clubs have started to draft their own Diversity and Inclusion Action Plans (DIAP) with the aim to publish in 2027.
- Ensure compliance with Ann Craft Trust Safeguarding Adults in Sport Framework by July 2027.	- Website, policies and guidance documents have been updated to reflect best practice. An easy read Adult Safeguarding Policy has been created along with guidance for neurodivergent individuals.
- Create a women and girls-centric safeguarding offer that addresses the lived experience of our members, volunteers and stakeholders.	- Work is ongoing to develop the course with a planned launch date of November/ December 2026. As planned, the course will include reference to female-centric risk and support e.g. teenage mental health.
Leadership Diversity	
- Recruitment for member-nominated Board position following completion of existing director's term.	- Olivia Walker joined England Netball as a nominated Non-Executive Director in September 2026.

Establish and engage stakeholder network in policy development - Review internal and external policies in line with the EN policy register - ensuring that relevant stakeholder groups are consulted as part of the review process, and we are learning from feedback we have received.	- Policy reviews have been completed on the following: o Social Media o Pay and Reward o Expenses and Reimbursement o Selection The following policies have been introduced: o EN and NSL Social Media Approval o Inclusive Kit
EXPERIENCE – CELEBRATE, COMMUNICATE AND EMPOWER **Celebrate the netball family for EDI work** - Capitalise on England Netball's Centenary to celebrate and recognise those across the game.	- The Centenary has created a moment that has seen 25M+ views across Centenary-related content and 10,000+ people reached via our mobile exhibition. Plans to translate this into community grant applications are ongoing along with plans to involve the Roses as the Centenary year draws to a close in February 2027.
- Ensure recognition for EDI work is included within Regional and National ONE Awards.	- Criteria relating to EDI, positive culture and community has been integrated across all awards.
Actively share our ambitions and learnings - Include learnings within annual Diversity and Belonging Report.	- To be included in April 2027 updates and Nov 2027 Diversity and Belonging Report following 12 months implementation of Dedicated to Difference.
Deliver biannual EDI Events - Host 2 learning opportunities at NSL or England Netball fixtures.	- Learning events are planned for November 2026 and February 2027. Topics to be covered including uplifting W&G via our Centenary celebrations and delivering major events for W&G.
- Updates to be published on website in April and October annually.	- Updates to be published in November 2026, following formal review by the England Netball Board.
Increase audience engagement.	

- Ensure a diverse range of events are recognised across our channels e.g. faith celebrations, awareness days etc.	- The following events have been recognised across England Netball channels in 2026: o Mental Health Awareness Week o Ramadan and Eid al-Fitr o Pride Month o International Women's Day o Mother's Day and Father's Day o Race Equality Week
- Gift 5% of forecast NSL Grand Final ticket sales to lower socio-economic groups (LSEG).	- Over 400 tickets were gifted to walking netball groups, clubs, community organisations and colleges from low socio-economic areas from Manchester and the North West.
GROWTH – REPRESENTATION **Diversify our recruitment.** - Review recruitment practices to ensure a consistent and equitable approach to candidate attraction and assessment.	- We continue to pilot a guaranteed interview scheme for candidates from ethnic diverse communities to help address under representation in our workforce. Further exploration of different recruitment approaches is ongoing.
Support career advancement for underrepresented communities. - Consider within our workforce planning how we can create more career opportunities for underrepresented groups in our sport.	- No update.
Elevate the visibility of role models. - Work with NSL clubs to collect appropriate video and written content for distribution throughout 2026/27.	- Content was collected at the NSL media day and is ongoing at all Roses and NSL events. Content has been published across channels with examples including: o Niamh Cooper's journey to openness during Pride month o Halimat Adio discussing being a role model for girls o Celebrating International Women's Day
- Continue to develop a world leading professional women's sporting competition.	- Whilst significant progress has been made, the NSL is currently reviewing its governance and leadership structure. A full update will be provided in April 2027.

Grow and celebrate the contributions of partners who expand the reach of netball to new audiences e.g. England Men's and Mixed Netball Association (EMMNA)	
- Continue to support EMMNA with upscaling and event delivery e.g. deploying officials and growing men and mixed leagues.	- 41 Officials were deployed to EMMNA Nationals across 3 days of competition. Umpires and Technical Officials will be deployed for the upcoming Thorns series. We continue to partner with EMMNA and there has been significant growth in the number of teams playing regularly in leagues and at national competition.
Increase the size and diversity of our participant base (including membership and schools).	
- Carry out Walking Netball Rule Review.	- The Walking Netball Rule Review is in progress with an initial scoping visit and member interviews conducted at a Walking Netball Festival.
- Carry out ParaNetball Review.	- The review has been completed, and we are considering how best to support a mixture of Para and Blended netball. A member club are piloting Blended netball within a local league and we're working closely with the Para clubs that attended this year's national event.
- Pilot a County Masters Tournament (participants aged 35+).	- The tournament was successfully delivered, and we are currently reviewing the feedback received to decide on how the event will be staged moving forwards.
- Grow Bee Netball to increase overall participation with additional focus on SEND participants and those from ethnically diverse communities.	- The SEND format of Bee Netball has been launched and is being implemented now that the 2026/27 academic year has begun. Diversity remains high across delivery with 31% of students participating from ethnically diverse communities, 10% of students with SEND and 18% in receipt of pupil premium.
- Work with East Midlands Deaf Netball and other partners to develop our Deaf Netball offer.	- Support for East Mids Deaf Netball is ongoing. We have agreed to work with them to identify competitive opportunities.

Seek out commercial partners who can enhance our impact in this space. - Create new commercial partnerships and renew existing partnerships that align with our Dedicated to Difference ambitions.	- Amex Super Shot Fund: Funding has been distributed across all eight regions, supporting 86 organisations and helping activity reach underrepresented communities. Cantu: We're developing a Horizon Series partnership focused on 'Cantu Conversations' and celebrating textured hair through game-day activations, helping create an inclusive experience that reflects and celebrates difference and our on-court athletes. Here We Flo: Providing free sanitary products at major events and community initiatives, helping remove a practical barrier to participation and supporting women and girls to feel welcome and included. Festival of the Girl: Showcasing netball and sharing NETBALLHer information at the festival, including a dedicated opening session for SEND participants, helping introduce the sport to new audiences and make participation more accessible.
Our Player Pathway will focus on the development of the athletes involved both on and off the court. - Work closely with Loughborough College to deliver the Diploma in Sport Excellence (DiSE) programme.	- Delivery is ongoing with 130 athletes spread evenly across our Y12 and Y13 cohorts. All athletes are state school students that are provided high level support via mentorship, performance analysis, individual player plans etc. - More opportunities are being created for talent ID. Criteria has been updated to reflect evidence-led assessment.

- Develop pathway with a focus on development-led selection, not performance-led whilst addressing over-reliance on trials and single selection moments.	Emphasis has been increased on athletes' future potential and development rather than an over reliance on current performance. Regulations have been updated to enable Pathway clubs to select players from County programmes into their U15 programmes.
LEARNING AND SUPPORT – CONTINUOUS EDUCATION **Support leadership development and deliver educational workshops.** - Strengthen succession planning across performance and pathway coaching. - Create meaningful connections through support networks and mentoring. **Engage in external learning opportunities and share learning materials.** - Engage with Sport England 'Leading the Movement' sessions throughout the year. - DBBP to attend a minimum of 5 conferences/ events and share learning with relevant colleagues. **Modernise our learning to make it more accessible.** - Create and implement new Learning Management System to simplify learner journey and remove barriers to access. - Create flexible, innovative learning opportunities.	- The England Netball Coaching Plan was shared at AGM, Board and with Regional Chairs late September 2026, prior to going live to our netball family mid-October 2026. - This action sits within the objectives of the EN Coaching Plan. - 3 Leading the Movement sessions have been attended to date. - 3 conferences have been attended with learnings shared with Events, Performance and Development teams. - The new Learning Management System, 'England Netball Learn' is live with Bee Leader Certificates available. Our new Coach Mentoring Award is also live on the system, and we will look to add to the available learning over the coming months, now that the platform is up and running! - Pilots are taking place for a new England Netball Coach Mentoring Award with a new female focused safeguarding course and new Coach Learning Pathway all in development stages. This has accelerated by the

	appointment of our new Content Manager who will be authoring our new learning including online, in person, online classroom and blended offers for greater flexibility.
- Pilot adapted Coaching courses to meet the specific needs of disabled people.	- Currently, adaptations are provided based upon request. Where demand is identified, we are committed to providing accessible courses e.g. BSL signed.
- Update Diversity and Belonging Knowledge Centre.	- The Knowledge Centre has been updated to support our members and the wider netball family to work within their communities. The update includes guidance on specific groups, funding support and a range of other resources.
Embed EDI education in all our new CPD and thread through existing plans e.g. Coaching Plan. - Create Coaching Plan with focus on needs of W&G as identified by Women in Sport research including the Black Girls in Sport Research report.	- As above, The England Netball Coaching Plan was shared at AGM, Board and with Regional Chairs late September 2026, prior to going live to our netball family mid-October 2026.

England Netball welcomes scrutiny, feedback and suggestions of the actions above. They are not intended to be exhaustive but provide an accurate representation of the steps we have taken from April 2026 – Oct 2026 to open the game to new audiences to belong, flourish and soar. Should you have any questions or feedback, please contact belonging@englandnetball.co.uk