

# ParaNetball Strategy 2018 -2021



A market leading strategy programme supporting coaches, officials, deliverers and players by providing experience and creating opportunities

Understand, Engage, Maximise, Empower





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# Introduction



Netball is growing. We offer a diverse range of opportunities to play, train and develop and now we are excited to bring deaf and disabled women and girls into the netball family.

Netball cannot be described as a 'traditional disability sport'. It has a limited history with minimal numbers of players both in this country and around the world. However, in England, there are over 1.5 million deaf and disabled women and girls under the age of 50. These figures speak to the incredible opportunity we have at England Netball.

This strategy is an exciting glimpse into our future and signals the intent and ambition that we have at England Netball to understand, engage, maximise and empower deaf and disabled women and girls across England.

## Fran

Fran Connolly, CEO



1 million women and girls played netball at some point last year making netball the number one team sport played by females in England. In contrast to that only 448 deaf and disabled people took part in an England Netball session last year.

This strategy has been published following extensive research and development pulling on an evidence base from across all sport. It signals a new commitment in deaf and disabled women supporting not just players but also coaches and officials by England Netball.

The word 'Paralympics' comes from the greek preposition 'para' and 'Olympic'. 'Para' means 'beside' or 'alongside', to run in parallel and illustrates how the two movements, Olympics and Paralympics exist side by side. Whilst it could be viewed as semantics, the phrase 'para' has become the heart and soul of the strategy and shows the way forward for England Netball.

'ParaNetball' isn't simply a new disability sport it is a new 'parallel' sport running side by side with netball with the resources, support, competitions, education and training all being equal to traditional netball.

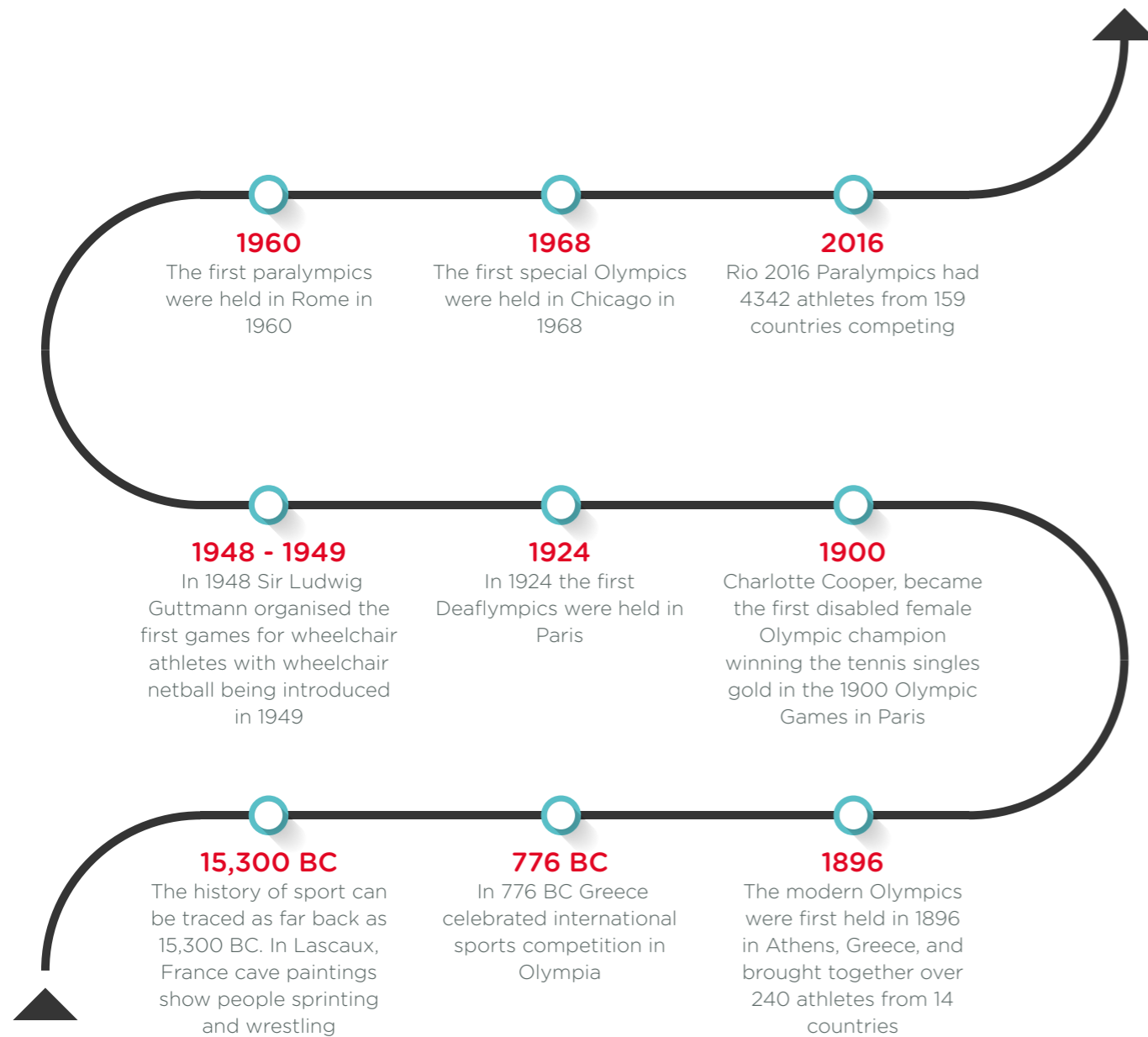
We are passionate about creating, developing and offering a new sport designed specifically for people who have limited choices for team sport and at the same time creating a more inclusive game for the whole of England Netball.

*Rich*

Richard Evans, Strategic Lead: Disability



# A History of Disability Sport



## Disability a social state, not a medical condition

'Disability' can be broken down into a number of broad sub-categories:

- Physical impairments affecting movement such as, cerebral palsy, spinal cord injuries, limb loss.
- Sensory impairments such hearing or visual impairments
- Cognitive impairments such as autism, down syndrome
- Psychiatric conditions such as depression and schizophrenia

Historically, disabilities have often been cast in a negative light. An individual may be living with an impairment that requires daily living adaptations. However it is the attitudinal and physical barriers that are actually the main cause of disability.

Over the past 20 years, a competing view known as the social model of disability has come to the fore. In this model, disability is seen more as a social construction than a medical reality. An individual may be living with an impairment that requires daily living adaptations, but attitudinal and physical barriers are actually the main cause of disability for someone living with an impairment.

Historically at England Netball we have taken a 'medical model' approach to disability. This is best illustrated in the way we ask our members about any impairments by only offering a 'Yes/No' answer to the question of 'Do you have a disability?', if Yes, what is your disability type'. This strategy will look to move England Netball towards a social model of disability.

**Activity Alliance conducted a national survey aiming to find out coaches' biggest challenges to offering inclusive session for deaf and disabled people. 68% of who had no previous experience cited 'lack of knowledge' as the number one challenge. This included:**

- Not knowing enough about different disabilities
- Uncertainty of how to communicate with a disabled person about their needs
- Uncertainty of how to manage varying needs

**50% of people who had not had experience of coaching deaf and disabled people said that they 'feared a negative result' This included:**

- Fear of reducing enjoyment for rest of group
- Fear of embarrassing themselves
- Offending the disabled participant
- Saying something inappropriate

What this research shows is that one of the biggest barriers for deaf and disabled people taking part in sport isn't their disability but rather individuals' perceived social 'challenges'.



14.6% of students have special education needs  
(Department for Education)



Disabled people are half as likely to have taken part in sport  
(Activity Alliance)

# Understanding Disability



“How we describe people is important as labels of whatever kind have a habit of sticking. If we were to survey the national, regional and trade press you would find frequent mentions of unacceptable terms such as ‘wheelchair bound’ or ‘cerebral palsy sufferer’. Both of these terms and many similar ones convey an image of the disabled person as helpless, dependent, to be pitied when the reality is that a wheelchair enables someone to live an active life and play sport.’ Activity Alliance Inclusive Communications 2014”.



In 2019 correct language would be a wheelchair user or a person with cerebral palsy. To describe a person who is not disabled the correct term is ‘non-disabled’. Many people with hearing loss however do not consider themselves as living with a disability (British Deaf Association) even if they could be defined as disabled under the Equality Act 2010.

In this strategy England Netball will use the terminology ‘deaf and disabled person’ and ‘non-disabled’ to describe people living with or without an impairment.

The word ‘Paralympics’ comes from the Greek preposition ‘para’ and ‘olympic’. ‘Para’ means ‘beside’ or ‘alongside’, so to run in parallel and illustrates how the two movements, Olympics and Paralympics exist side by side. With this in mind any adaptation or version of netball specifically for deaf and disabled people will sit under the title ParaNetball. ParaNetball should exist side by side with netball in England. It should reflect the values, skills and characteristics which make netball special and should therefore be instantly recognisable as netball.

**ParaNetball will describe the game exclusively designed for deaf and disabled people and ‘ParaNetballer’ will describe a deaf or disabled person that plays ParaNetball’.**

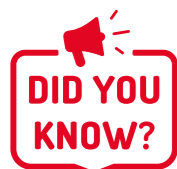
## Understanding Disability definitions

Disability can be a complex issue with a wide range of definitions. Individuals who live with impairments may not consider themselves disabled as their impairment has little to no impact on their daily lives. With advances in adaptations, equipment, building law and wider policy, barriers to deaf and disabled people have decreased over the last twenty years although there is still a long way to go before the barriers are completely eradicated.

## England Netball’s definition of disability

For the purpose of this strategy, England Netball will adopt Sport England’s ‘Long standing and limiting disability or illness’ definition. Therefore England Netball define disability as:

**‘Impairments or health problems that limit or restrict activities in any way, in different areas of life. Where a limiting disability or illness is referred to it should always be considered long standing.’**

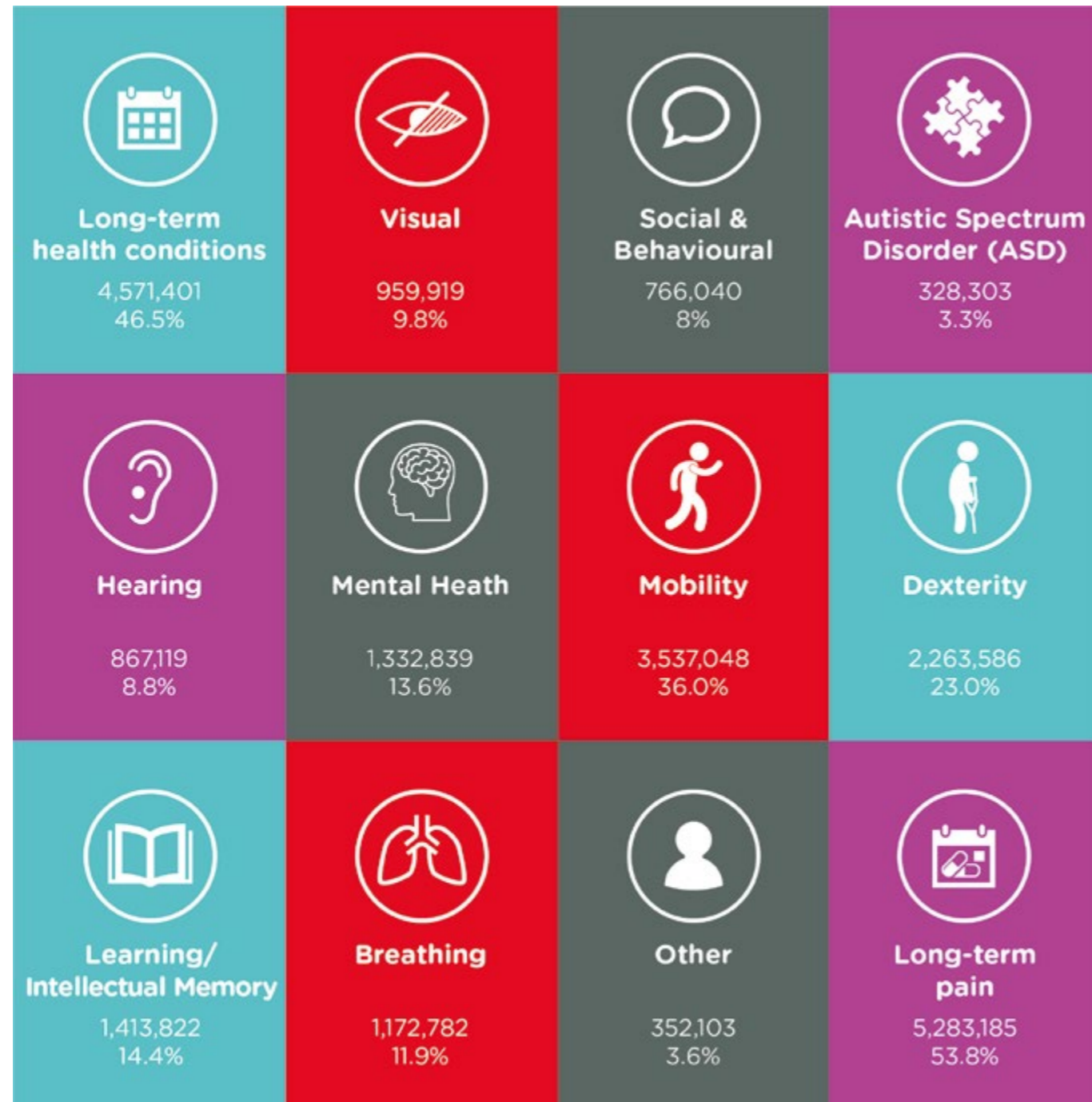


21.6% of people in the North East have an impairment (Census 2011)



# Understanding Impairment

In England almost 1 in 5 people have a longstanding limiting disability or illness with 70% of the deaf and disabled population being aged over 50. That equates to 9.4m people in England living with at least one impairment with that figure increasing year on year.



"I play in a Back to Netball league with hearing teammates. This was the first time I had felt confident to wear my hearing aids to play. It was great to get support from other women with hearing impairments. I wore my hearing aids for the first time in a match this week and it made such a difference"

Long Term health conditions cover a wide variety of conditions from high blood pressure through to migraines, not all of these conditions are 'limiting'. There is a large overlap with other impairments and long term health conditions are often considered secondary impairments. Jeffries et al (2016) introduces the concept of primary and secondary impairments and defines them as 'Primary impairments are problems that are apparent at the time of diagnosis, and secondary impairments are problems that occur over time, often as the result of primary impairments. For example if someone has cerebral palsy and high blood pressure we would consider their primary impairment to be the one which has the most impact on their daily lives therefore primary impairment would be cerebral palsy. This can also be applied to long term pain which overlaps heavily with mobility, dexterity and long-term health conditions and can cover impairments such as back pain and arthritis.

## Primary and Secondary Impairments

Primary	Secondary

These primary impairments can then be grouped into three

Sensory	Intellectual	Physical

## Example of different impairments

Sensory Impairments	
<b>Vision</b>	<b>Hearing</b>
Macular Degeneration	Ménière's
Ocular albinism	Profound hearing loss
Intellectual Impairments	
<b>Learning/Memory</b>	<b>Social/Behavioural</b>
Down Syndrome	Autistic Spectrum Disorder
Learning Disability	ADHD
Physical Impairments	
<b>Mobility</b>	<b>Dexterity</b>
Amputee	Dystonia
Spinal Injury	Friedreich's Ataxia

# Mapping Disability in England



Mapping Disability - The Facts, Sport England, 2016

“Disabled people are twice as likely to be physically inactive (42%) than non-disabled people (21%)”  
Source: Sport England, Active Lives 2017/18 Report

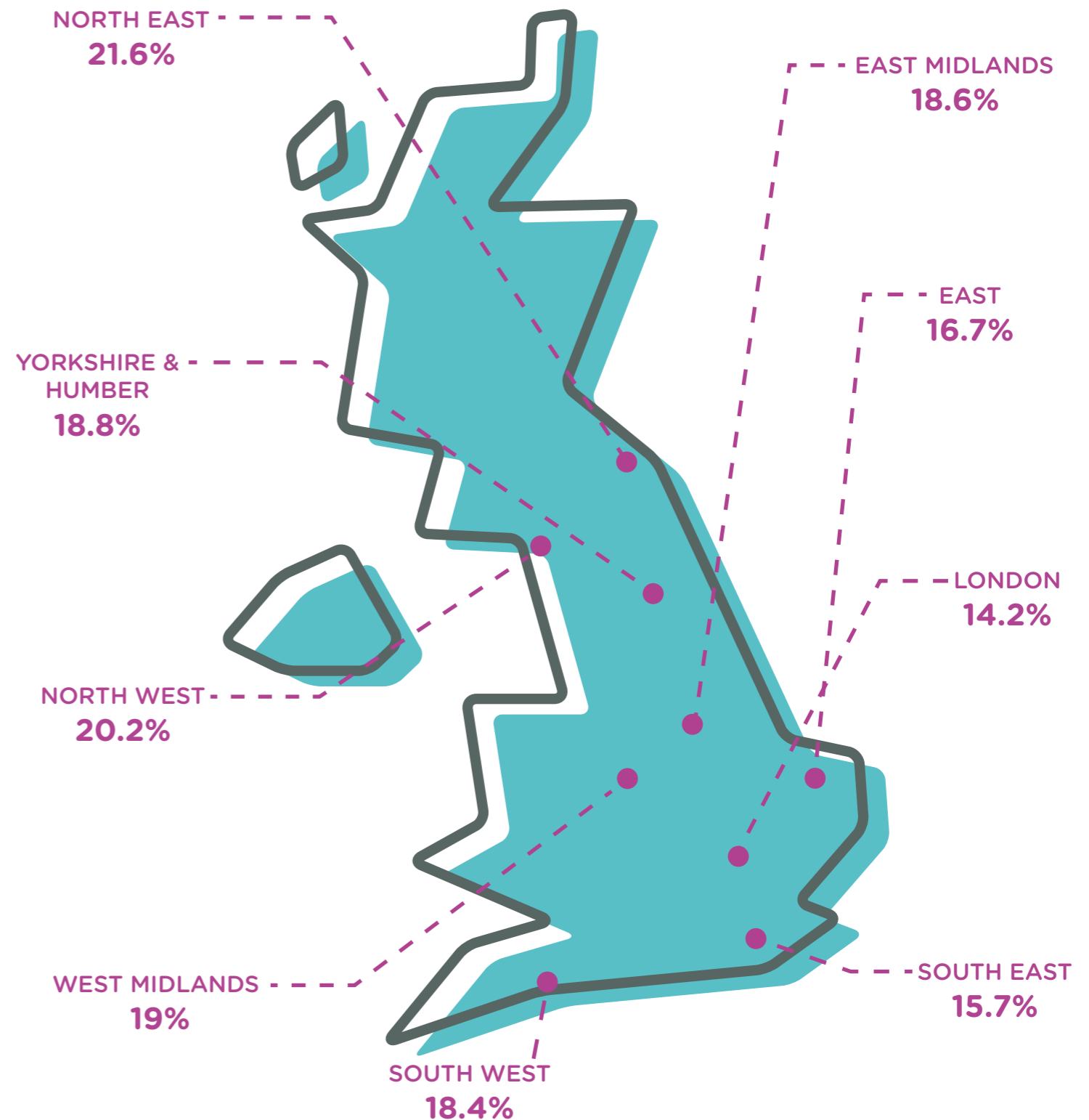
**DID YOU KNOW?** 68% of people with no experience of coaching deaf and disabled people state lack of knowledge as their biggest barrier

# Disability by Region

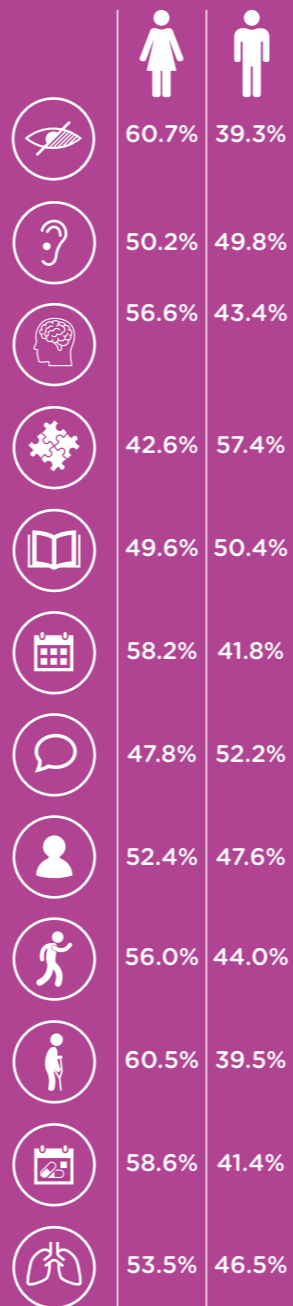
The map shows the proportion of disabled people in each region. The North East has the highest proportion of disabled people in the region. London and South East have the lowest proportion.

However this doesn't show us the complete picture. Despite the north east region having the highest proportion of disabled people it has lowest overall population and so the number of disabled people living in the north east is actually less than half that living in London with around 560,000 disabled people living in the north east compared to over 1.1m in London.

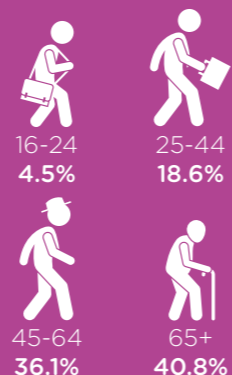
Census 2011



## Gender split by impairment












## Age Distribution of deaf and disabled people



# Demographics

National statistics give a great overview of deaf and disabled people of all ages and both males and females however by their very nature they aren't representative of the demographic which play netball in England of which 99% are female under 67.

The differences between national and England Netball demographics are most clearly highlighted when comparing children and pension aged people with social/behavioural impairments. In the pension age demographic, only 1% of deaf and disabled people are living with social/behavioural impairments, where as for children it is the most common impairment with 42% children living with social/behavioural impairments.

Impairment Type	All DDP		Working Age Adults		Children		Pension Age	
	%	#	%	#	%	#	%	#
 Social & behavioural	8	1m	8	1m	42	5.26m	1	0.13m
 Visual	13	1.6m	11	1.37m	8	1m	18	2.25m
 Hearing	14	1.75m	8	1m	6	0.75m	23	2.87m
 Mobility	52	6.5m	44	5.5m	21	2.63m	68	8.5m
 Dexterity	27	3.37m	24	3m	12	1.5m	34	4.25m
 Learning/Intellectual Memory	13	1.6m	14	1.75m	12	4.5m	8	1m
 Mental Health	22	2.75m	32	4m	17	2.16m	9	1.13m
 Breathing	38	4.75m	35	4.37m	26	3.26m	44	5.5m
 Other	15	1.87m	16	2m	14	1.76m	13	1.63m

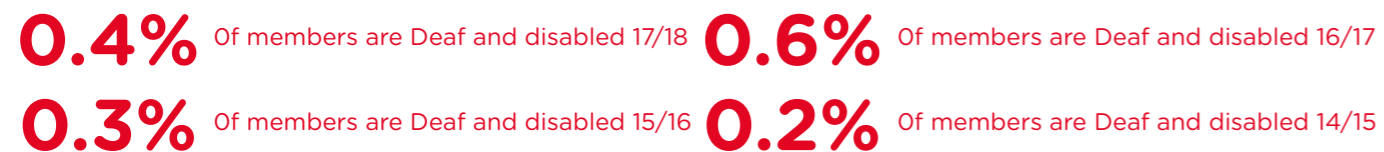
This means that we need to have a nuanced approach as to how and who we develop ParaNetball for. Based on national statistics alone it would be easy to overlook social & behavioural impairments as they only account for 8% of the deaf and disabled population. But by applying a netball filter we can see that there is a real need to bring netball to children with a social and behavioural disability.





# England Netball's Disability Landscape

Percentage of members that have declared that they have a disability



Number of Deaf and Disabled people taking part in England Netballs Products and Programmes



Despite not offering disability specific netball, England Netball has adopted an inclusive approach across all of its products and programmes. Whilst being relatively new Walking Netball has seen a high uptake in players with a disability.

The data shows a limited track record of proactively engaging deaf and disabled people. In 2017/18 there was no national human resource assigned to proactively ensuring England Netball programmes & membership is accessible to deaf and disabled people.

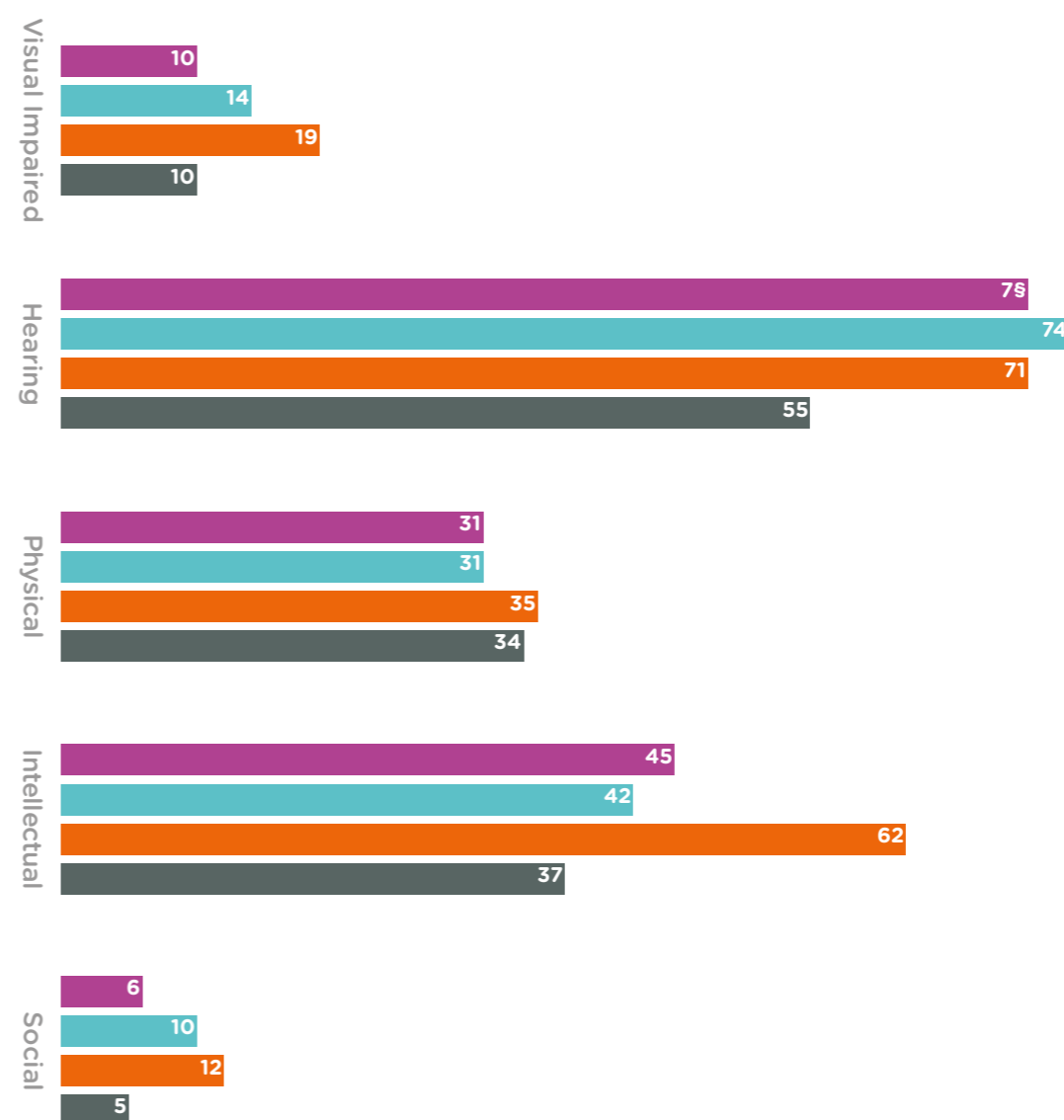


## England Netball Member's Impairment Breakdown

2017-18 2016-17 2015-16 2014-15

The members identifying as living with a disability has been relatively consistent over the last four years. However only 0.22% identify as being disabled whereas the national average is 17.6%

Whilst the numbers of deaf and disabled members are low there is a large cross-section of impairments with hearing, physical and intellectual impairments being the most common.



## Percentage of deaf and disabled people playing sport



9.3% play football



2.1% play cricket



1.3% play rugby



1.2% play netball



0.5% play hockey

Netball's track record is a limited one, however there are few if any sports who proportionately enable deaf and disabled people to participate in their sport. This is reinforced with Sport England figures around disabled people being less active than non-disabled.

This strategy can support both England Netball and Sport England's strategy Towards an Active Nation.

# A Limited History of ParaNetball

Netball for deaf and disabled people was first introduced in 1949 at the Grand Festival of Paraplegic sports, organised by Sir Ludwig Guttmann. It was a hybrid version of basketball and netball and was played until 1954 when it was replaced by wheelchair basketball in 1956.

The Marion Smith competition was first held in 2004 and it was aimed at engaging people with learning disabilities. It continues to be run annually and attracts teams from all over the country. It was named in honour of Marion Smith who gave people with learning disabilities a new sport through Netball. Whilst participation numbers have been relatively low, the passion and need for this competition has only increased with incredibly dedicated players coaches and officials taking part year after year.

Number of participants	2013/14 - 36	2014/15 - 61	2015/16 - 61	2016/17 - 30	2017/18 - 44
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In 2017 England Netball established an inclusive club network called Core Inclusive Clubs (CIC). Working with established clubs from around the country the aim was to support financially and through training netball clubs who had a specific remit for disability or wanted to expand into disability community.

The geographical spread of the CIC is limited with the majority of clubs being based in areas with low percentage of deaf and disabled populations.

Core Inclusive Clubs are supported by the Netball Development Officers across the country however the reality is that the support is limited due to a lack of training and experience. In an England Netball survey England Netball Development Officers were asked 'When you consider the idea of delivering a netball session for people with disabilities, which are the biggest difficulties for you?'

- 48% said not knowing enough about different impairments
- 38% said fear of offending
- 28% said uncertainty of how to be communicate with a disabled person



Classification provides a structure for competition. Athletes competing in para-sports have an impairment that leads to a competitive disadvantage. Consequently, a system has to be put in place to minimise the impact of impairments on sport performance and to ensure the success of an athlete is determined by skill, fitness, power, endurance, tactical ability and mental focus. This system is called classification."IPC Explanatory Guide to Paralympic Classification.

# Gap Analysis

Across Sport England and the International Paralympic Committee (IPC) 36 sports have been designed or adapted for deaf and disabled people. Some sports are specific to a particular impairment group for example goalball is a disability specific sport for people with a visual impairment. Other sports, like athletics, are open to many different impairment groups. At the Rio games in 2016 there were 16 gold medals available in the 100m event alone.

In competitive sport disabled and non-disabled people are grouped in order to ensure fair competition. An example of this in non-disabled sport is that there are two football world cups, one for males and one for females. Other similar groupings could be age or weight. This grouping of people is called classification and it is the cornerstone disability sport.

## 36 Parasports

9 of which are competitive team sports

7 of which are played in wheelchairs or sitting down

There are only 2 female competitive ambulant team sports, Goalball and Blind Football.

0 competitive ambulant team sports for sighted players

Of the 9 competitive team Parasports only Football and Goalball are played standing up (ambulant) without any assistive devices.

### Findings

All Sport England sports offer, at a competitive or recreation level, a disability specific or adapted version. In some cases the adapted version of the sport has become in itself a national governing body, for example Wheelchair Basketball.

However unless you have a visual impairment no National Governing Body offers a competitive female running game. England Netball therefore has an opportunity to develop and offer netball for multiple impairments that currently have limited competitive opportunities to play.

Females living with cerebral palsy, hearing impairments, dwarfism, intellectual impairments or have a limb deficiency have very limited or no competitive opportunity to play ambulant team sport without any assistive devices. This is the gap in which England Netball can fill with ParaNetball.

# What is ParaNetball?

ParaNetball serves as the umbrella philosophy as to how England Netball will bring netball to deaf and disabled women and girls.

In order to engage, empower and maximise netball for deaf and disabled people, ParaNetball will have three main components:

- Inclusion
- Exclusive netball
- Education and training

ParaNetball is a social model of disability which means that we recognise that the reason for the lack of participation in netball by deaf and disabled people is due to the barriers which we put up, rather than the disability someone might come with. Put in other words, the fact that someone has a learning disability is not the barrier, but rather the barrier is that England Netball does not have any disability awareness training to upskill coaches and deliverers of netball.

By changing the attitude of the organisation through training, increasing staff experience and providing opportunities to play, barriers to participation will fall, opening the sport up to a whole new demographic.

ParaNetball is aimed specifically at the 9.4 million people with a disability or health problem that affects their daily lives or restricts activities in any way and in different areas of life. The health problem should be considered long-term (12 months), for example a broken leg would affect someone's daily life and restrict their activities but, as it is a temporary impairment (less than 12 months), it wouldn't sit under ParaNetball. Whereas something like osteoarthritis would fit under the umbrella of ParaNetball even if the individual wouldn't necessarily consider themselves as having a disability.

## Inclusion

ParaNetball is not simply about playing the game of netball but rather making every aspect of the sport more accessible and inclusive. For example inclusive design in our website, forms and social media are just as important as disabled and non-disabled playing and training alongside each other and so our approach is to

be inclusive across every aspect of the sport and not simply about delivering inclusive netball. Having said that, as a part of ParaNetball's inclusive approach there will be an expansion of the Core Inclusive Club network as well as launching a peer-to-peer resource for secondary schools and many other smaller upgrades to England Netball's current products and programmes to ensure that they are as open and welcoming in practice as they currently are in theory.

## Exclusive Netball

Whilst having an inclusive approach is essential for netball and indeed for all sports, there is a time and a place for netball, specifically for deaf and disabled people, to take place. By developing a game, environment and rules aimed at different impairment groups it allows players to excel within their impairment group. However it is important to stress that this approach should go hand-in-hand with an inclusive game. For example under ParaNetball a deaf player will be able to play, train and compete within the traditional club and competition structure but also has the ability to play deaf netball, a game specifically designed and aimed to bring deaf women together to train and compete with adapted rules.

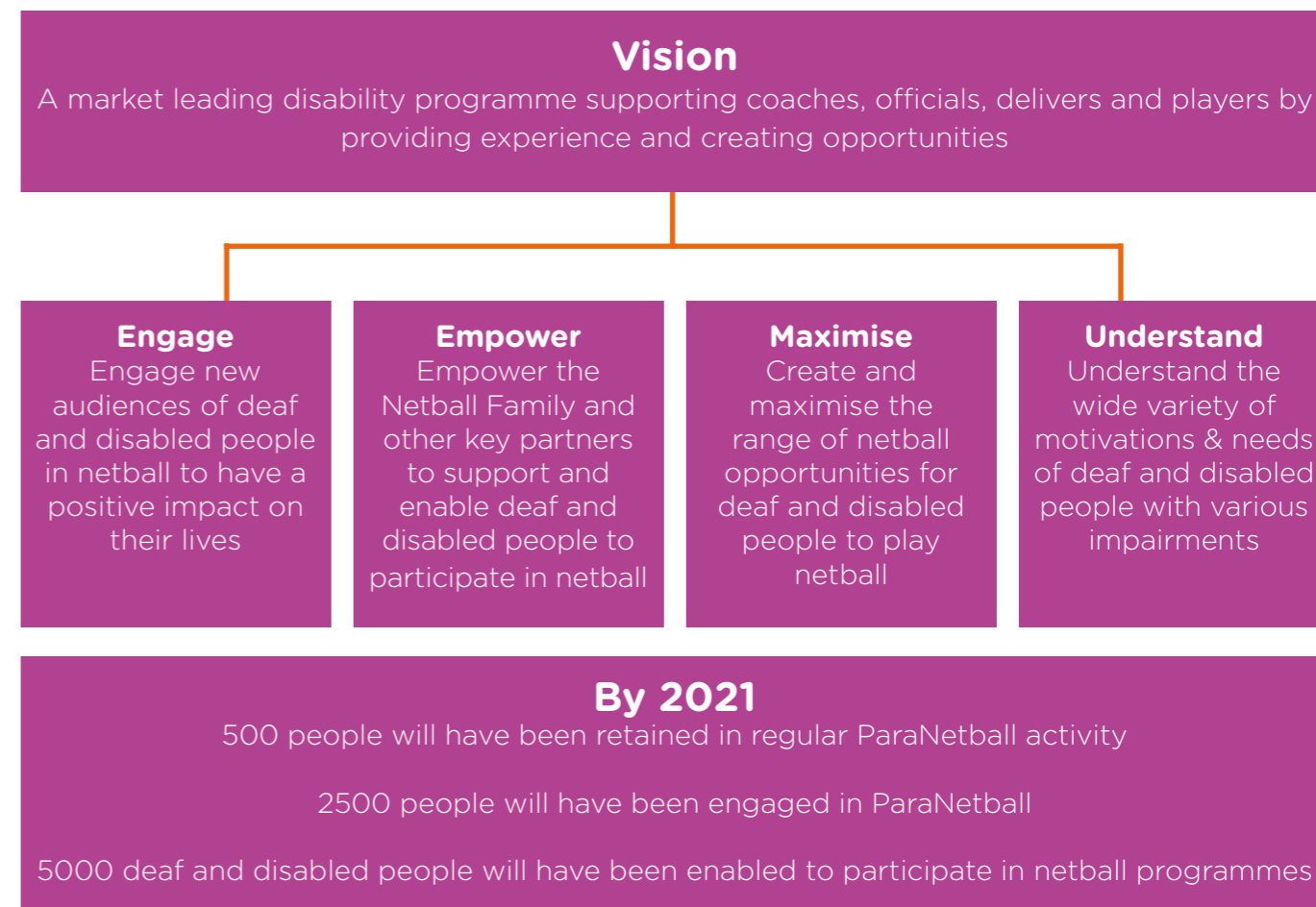
## Education and training

In order for ParaNetball to have a strong foundation we must upskill everyone. We must upskill our deliverers in all things disability and we must upskill deaf and disabled people in all things netball. To do this we will launch new courses as well as update and adapt current courses. Working with the education and training team along with coaching and officiating we will weave inclusive practice into our courses from entry level up.

So what is ParaNetball? It is all things to all deaf and disabled people playing, learning, coaching and interacting with England Netball. It is the thing which integrates disabled people into our clubs, programmes and schools, it is the thing which allows people to play and compete alongside others with the same impairment, and it is the thing which upskills and educates not just England Netball but NETBALL IN ENGLAND.

# Vision, Goals and Objectives

For the period of this strategy which will take us to the end of the 2017-2021 funding cycle, England Netball has set out to strategically and pro-actively establish and enhance netball for deaf and disabled people. The strategic goals have been born out of research and insight in order to create an evidence based foundation from which ParaNetball can be built. We believe that through the delivery of our strategic goals we will create a future where deaf and disabled women can play a competitive running our team sport and enjoy all the benefits this brings to lives.



“It was a fantastic day, not only from a netball point of view but also by being with women with hearing impairments as I have never had an opportunity before to talk with people of my age about having a hearing loss so it gave me confidence too.”

Source: Player feedback, Deaf Netball Pilot, 2018



78% of deaf and disabled people find out information about interests online

# Strategic Goals

## Strategic Goal 1: UNDERSTAND

### Understand the wide variety of motivations and needs of deaf and disabled people with various impairments

Due to the limited history and low numbers of ParaNetball, we have a limited understanding of what deaf and disabled people want from netball. In order to grow this understanding, England Netball will establish a clear and accessible approach to registration, which will encourage people to identify themselves as having a disability. By integrating this approach in the England Netball monitoring system, it will allow us to capture accurate data from not just 'exclusive ParaNetball' but from all products and programmes being delivered by England Netball and its partners. Whilst collecting quantitative data is important, it is also essential to collect feedback from players to gain an insight into their opinion and view on how ParaNetball should be established. By mixing quantitative and qualitative data together it ensures a holistic approach is taken to the development of ParaNetball.

In order to ensure fair and equal competition, a classification system must be developed for each impairment group. Classification is the cornerstone of disability sport and it allows people with different levels of functional ability (movement, coordination, strength, flexibility) to compete against and alongside others. Through research and testing, it is possible to take an evidence base to establish a classification. For example, this could see an amputee and someone with cerebral palsy playing on the same court at the same time. Classification takes many years to develop and will continue to be reviewed as our understanding of ParaNetball grows.

The way we are going to put this strategic goal into practice is by changing the language that we use on our registration form and membership sign up and delivering 'Discovery Days'. The language on our forms will be more about the person rather than the disability for example 'do you wear a hearing aid?'. This will help England Netball understand its audience better by encouraging people who don't see themselves as living with a disability to tell us more about themselves.

Discovery Days will be an opportunity for people with different impairments to come together so we can understand how people run, catch, jump and move. This will help us not only in our understanding of specific disabilities but also in how different impairments can work together and compliment each other on the netball court.

Objective	Key Activities	By 2021
Embed a clear and accessible approach to registration and monitoring/evaluation for deaf and disabled people	<ul style="list-style-type: none"> <li>Inclusive and accessible registration form and process introduced</li> <li>Baseline data collated and understood</li> </ul>	<ol style="list-style-type: none"> <li>Monthly data, trends and conclusions completed and shared</li> <li>Quantitative and qualitative data being utilised to maintain a clear dashboard of key trends</li> </ol>
Introduce an evidence-based approach to classification in ParaNetball	<ul style="list-style-type: none"> <li>Establish key working relationships with National Disability Sports Organisations (NDSO)</li> <li>Create a research model which allows for quantitative and qualitative data to be collected</li> </ul>	<ol style="list-style-type: none"> <li>Established a research, test, pilot model bringing netball to new impairment groups.</li> </ol>

## Strategic Goal 2: ENGAGE

### Engage new audiences of deaf and disabled people in netball to have a positive impact on their lives

Currently there is no real identity for netball activity for the deaf and disabled community and the work to engage them could be described as sporadic. This strategy will look to create this identity, one that fits into the netball family, yet is unique and clearly recognisable. This identity will introduce and grow awareness of ParaNetball - as well as making it easier to promote through online content and social media.

78% of deaf and disabled people look for information online and currently England Netball communication platforms are not as accessible or easy to use as they could be. The needs of deaf and disabled people are not always proactively considered leaving them unable to find out the information they require to enable participation in our sport. Add to that, the 15% of the UK population that live with dyslexia this only further highlights the need for an inclusive approach to our communications even further which this strategy will look to address.

By 2021, there will be a clear identity and profile to ParaNetball that is communicated in an accessible manner by England Netball, with efforts made to also share this approach with other more local netball organisations so that they too can engage the deaf and disabled community in netball.

Objective	Key Activities	By 2021
Launch new approach to netball for deaf and disabled people called ParaNetball	<ul style="list-style-type: none"> <li>Clear identity of ParaNetball</li> <li>ParaNetball is understood &amp; respected</li> <li>Share approach with INF and other key strategic partners</li> </ul>	<ol style="list-style-type: none"> <li>2500 participants engaged through ParaNetball Activity</li> <li>500 participants retained and regularly participating in ParaNetball activity</li> </ol>
Increase the accessibility of existing netball activity	<ul style="list-style-type: none"> <li>Establish &amp; embed a clear approach to ensure England Netball's communications are inclusive</li> <li>Influence future platform development</li> </ul>	<ol style="list-style-type: none"> <li>England Netball communication platforms are all clearly accessible to deaf and disabled people.</li> </ol>



### Strategic Goal 3: MAXIMISE

#### Create and maximise the range of netball opportunities for deaf and disabled people to play netball

With millions of girls with special educational needs and deaf and disabled women in England, we have a massive and unique opportunity. To cater to such a large number we must create opportunities to play in all environments. Netball is an activity that is delivered in nearly 90% of schools in either the curriculum and/or an after school club. Unfortunately however, despite this scale of school netball many deaf and disabled young people are yet to enjoy and participate within netball as a result of their impairments. Through embedding inclusive practice in our primary school offer and launching a world-class secondary school resource we will be bringing not only new playing opportunities but for many a new sport for them. One of the biggest resources and assets a school has are it's students and with increasing numbers looking to enjoy both enjoy sport but also develop a broader skillset that can be useful for their future, leadership opportunities are often quick to be taken up, particularly if young people can learn these skills through a sport they already enjoy. This strategy introduces a 'peer to peer' learning model that sees mainstream secondary school netballers passing on their netball skills and knowledge to SEN girls whilst developing their interpersonal skills, empathy and leadership.

We also recognise that we don't just need to increase opportunity to play but also the opportunity to compete. The Marion Smith Competition is a key competition in the England Netball calendar; numbers participating within it however have remained fairly static and relatively low for a number of years. We recognise the importance to build on the foundation of the Marion Smith Competition and as such we will be expanding into a multi-impairment ParaNetball Championships. As well as having multiple impairments competing in different 'classes' we will also introduce a schools championship to sit alongside the adult competitions, further supporting the strategic approach within schools mentioned above.

We will research, develop, test and launch a new secondary school offer that will give the see mainstream girls delivering netball to girls with special educational needs. The resources will be written specifically for teenage girls in a language and style which engages them. Teacher input will be minor as this will be a 'peer to peer' offer. Whilst the mainstream girls are passing on their knowledge and love of the sport they will be developing their leadership and communication skills.

Objective	Key Activities	By 2021
<b>Establish and embed an innovative approach to delivery to deaf and disabled students in school</b>	<ul style="list-style-type: none"> <li>Peer to peer resource is developed and established across key secondary schools</li> <li>Embed inclusive practice throughout England Netballs' primary school offer</li> <li>Influence England Netball's Schools Strategy to ensure it reflects and enables deaf and disabled children and young people to participate within schools.</li> </ul>	<ol style="list-style-type: none"> <li>500 secondary school girls will have engaged in 'peer to peer' netball</li> <li>200 primary schools engaged in inclusive netball delivery</li> </ol>
<b>Increase competitive opportunities in deaf and disabled people</b>	<ul style="list-style-type: none"> <li>Marion Smith is re-branded, re-established &amp; extended</li> <li>Establish adapted rules which are officially recognised by EN and shared with INF</li> </ul>	<ol style="list-style-type: none"> <li>The ParaNetball Championships will be a multi-impairment competition: Special Education Needs, Intellectual Impairments, Deaf</li> <li>ParaNetball Championships include both school &amp; club categories</li> <li>100% increase in participants at the ParaNetball championships</li> </ol>

### Strategic Goal 4: EMPOWER

#### Empower the Netball Family and other key partners to support and enable deaf and disabled people to participate in netball

At the heart of making any sport or activity happen, are people and it is no accident that England Netball's strap lines within coaching, officiating and volunteering is around Coaches Make the Game, Officials Make the Game and Volunteers Make the Game. With this in mind it is essential that these people, who make the game happen are empowered to give deaf and disabled participants an excellent experience to those who make the game. To achieve this we must first provide opportunities for the netball family to develop their skills and knowledge so that this in turn ensures they increase their confidence. This goal is a real enabler in ensuring the other goals are achievable and will build a strong foundation for the future of ParaNetball and increasing participation of deaf and disabled people.

Through this strategy, the education and training we will launch will be specifically aimed at the perceived barriers that many delivers have. Only once we have a skilled and empowered netball family will deaf and disabled people truly have a first class experience.

In addition to the people being a crucial part of any participants experience of netball; the same is true of the place or environment they enjoy netball within. Netball clubs are the backbone of our sport and they provide regular, opportunities for people to participate and feel part of our sport. There is however limited numbers of clubs who proactively provide opportunities for deaf and disabled people. In recent years our Core Inclusive Clubs (CIC) scheme has been introduced and has started to address this, it is however still limited and there are areas with high proportions of deaf and disabled people without a Core Inclusive Club. Through this strategy we will Expand the number of Core Inclusive Clubs in a strategic way that will ensure across the country there will be knowledge and expertise in every region at a club level. This increase in CIC's will also give deaf and disabled netballers the opportunity to play in a sustainable and regular way. In addition to the vanguard of Core Inclusive Clubs we will also be launching an accreditation so that all clubs can be supported in, and recognised for their inclusive practice. In addition an updated club finder it will be easier than ever before for deaf and disabled players to find a club where they will get a great netball experience through an empowered workforce within that club.

Objective	Key Activities	By 2021
<b>Empower and equip coaches, volunteers and officials to support deaf and disabled people to participate</b>	<ul style="list-style-type: none"> <li>Educate &amp; introduce inclusive coaching to those starting out as a coach</li> <li>Build the confidence of existing and developing coaches to be able to integrate inclusive coaching principles into their delivery</li> <li>Create &amp; take to market an innovative, market leading portfolio of learning that introduces empowers deliverers of netball.</li> </ul>	<ol style="list-style-type: none"> <li>100 educated and supported in education &amp; training activities specifically around disability awareness</li> <li>All coaching qualifications cover delivering to deaf and disabled people</li> <li>Clear approach to upskilling officials in place</li> </ol>
<b>Evolve and enhance the netball club infrastructure to enable more deaf and disabled people to participate regularly in clubs</b>	<ul style="list-style-type: none"> <li>Increase the number of Core Inclusive Clubs</li> <li>Launch an Inclusive club accreditation award</li> </ul>	<ol style="list-style-type: none"> <li>50% increase in Core Inclusive Club network</li> <li>50 clubs have been supported via inclusive club accreditation</li> <li>More deaf and disabled members of England Netball, 100% increase</li> </ol>

# Firm Foundation

The main objective of this strategy is to set a firm foundation for ParaNetball within England Netball and to share an evidence-based practice with the international netball community. This foundation will allow us to grow and build towards a future where deaf and disabled women playing netball isn't the exception but the norm. ParaNetball isn't simply netball for deaf and disabled people but rather it affords every opportunity to train, compete and be upskilled that non-disabled people enjoy. ParaNetball is the philosophy that sees change in England Netball, in our clubs, in our schools, in our competitions and through education and training, in ourselves.

The insight and understanding we gain over the next few years will help us develop and grow ParaNetball, this strategy is the start of the journey, not the end. Over the next few years as we grow we will need to start creating structures and processes that can support ParaNetball at a local level and not just at a national level and in order to do that we are going to need to develop new volunteers. With your help and hard work we can make the ParaNetball future reality as we look to understand, engage, maximise and empower deaf and disabled women and girls across England.





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