

# 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.

## Vision

A market leading disability programme supporting coaches, officials, delivers and players by providing experience and creating opportunities

## Engage

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

## Empower

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

## Maximise

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

## Understand

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

## By 2021

500 people will have been retained in regular ParaNetball activity

2500 people will have been engaged in ParaNetball

5000 deaf and disabled people will have been enabled to participate in netball programmes

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“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

## Did you know?

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.

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### OBJECTIVE

**Embed a clear and accessible approach to registration and monitoring/evaluation for deaf and disabled people**

### KEY ACTIVITIES

- Inclusive and accessible registration form and process introduced
- Baseline data collated and understood

### BY 2021

1. Monthly data, trends and conclusions completed and shared
2. Quantitative and qualitative data being utilised to maintain a clear dashboard of key trends

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### OBJECTIVE

**Introduce an evidence-based approach to classification in ParaNetball**

### KEY ACTIVITIES

- Establish key working relationships with National Disability Sports Organisations (NDSO)
- Create a research model which allows for quantitative and qualitative data to be collected

### BY 2021

1. Established a research, test, pilot model bringing netball to new impairment groups.

# Strategic Goals

## 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.

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### OBJECTIVE

**Launch new approach to netball for deaf and disabled people called ParaNetball**

### KEY ACTIVITIES

- Clear identity of ParaNetball
- ParaNetball is understood & respected
- Share approach with INF and other key strategic partners

### BY 2021

1. 2500 participants engaged through ParaNetball Activity
2. 500 participants retained and regularly participating in ParaNetball activity

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### OBJECTIVE

**Increase the accessibility of existing netball activity**

### KEY ACTIVITIES

- Establish & embed a clear approach to ensure England Netball's communications are inclusive
- Influence future platform development

### BY 2021

1. England Netball communication platforms are all clearly accessible to deaf and disabled people.

# Strategic Goals

## 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 its 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.

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### OBJECTIVE

**Establish and embed an innovative approach to delivery to deaf and disabled students in school**

### KEY ACTIVITIES

- Peer to peer resource is developed and established across key secondary schools
- Embed inclusive practice throughout England Netballs' primary school offer
- Influence England Netball's Schools Strategy to ensure it reflects and enables deaf and disabled children and young people to participate within schools.

### BY 2021

1. 500 secondary school girls will have engaged in 'peer to peer' netball
2. 200 primary schools engaged in inclusive netball delivery

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### OBJECTIVE

**Increase competitive opportunities in deaf and disabled people**

### KEY ACTIVITIES

- Marion Smith is re-branded, re-established & extended
- Establish adapted rules which are officially recognised by EN and shared with INF

### BY 2021

1. The ParaNetball Championships will be a multi-impairment competition: Special Education Needs, Intellectual Impairments, Deaf
2. ParaNetball Championships include both school & club categories
3. 100% increase in participants at the ParaNetball championships

# Strategic Goals

## 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.

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### OBJECTIVE

**Empower and equip coaches, volunteers and officials to support deaf and disabled people to participate**

### KEY ACTIVITIES

- Educate & introduce inclusive coaching to those starting out as a coach
- Build the confidence of existing and developing coaches to be able to integrate inclusive coaching principles into their delivery
- Create & take to market an innovative, market leading portfolio of learning that introduces empowers deliverers of netball.

### BY 2021

1. 100 educated and supported in education & training activities specifically around disability awareness
2. All coaching qualifications cover delivering to deaf and disabled people
3. Clear approach to upskilling officials in place

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### OBJECTIVE

**Evolve and enhance the netball club infrastructure to enable more deaf and disabled people to participate regularly in clubs**

### KEY ACTIVITIES

- Increase the number of Core Inclusive Clubs
- Launch an Inclusive club accreditation award

### BY 2021

1. 50% increase in Core Inclusive Club network
2. 50 clubs have been supported via inclusive club accreditation
3. More deaf and disabled members of England Netball, 100% increase

# 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 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.