



The purpose of this Equality, Diversity, and Inclusion (EDI) policy for Old Penarthians RFC is to foster a welcoming and inclusive environment.

## **Equality, Diversity & Inclusion Policy**

### **1. Statement of Intent**

Our club is committed to promoting equality, diversity, and inclusion among our members, staff, volunteers, and participants. We believe that everyone should have the opportunity to participate in our activities without facing discrimination or harassment.

### **2. Objectives**

- **Promote Fairness:** Ensure that all activities, competitions, and events are conducted fairly and equitably.
- **Respect for All:** Foster an environment of respect and dignity for everyone involved with the club.
- **Accessibility:** Make reasonable adjustments to accommodate individuals with disabilities and ensure our facilities are accessible to all.

### **3. Scope**

This policy applies to all members, staff, volunteers, participants, and anyone else engaged with the club.

#### 4. Implementation

- **Training:** Provide training and support to staff and volunteers on EDI principles.
- **Monitoring:** Regularly review and monitor club policies and practices to ensure they align with EDI principles.
- **Reporting:** Establish clear procedures for reporting and addressing any incidents of discrimination or harassment.

#### 5. Responsibilities

- **Club Management:** Ensure the policy is implemented and adhered to.
- **Members and Participants:** Respect and uphold the principles of this policy.

#### 6. Reporting Procedures

If you experience or witness any form of discrimination or harassment, please report it to the club management. All reports will be taken seriously and handled confidentially.

#### 7. Review

This policy will be reviewed annually to ensure it remains effective and relevant.

Jeff Norman

On behalf of the Management Committee

14<sup>th</sup> December 2024