

Version Control Table

Version	Date	Comments	Added By
1.0	11 th Dec 2025	Baseline produced after review	SC

Equality, Diversity & Inclusion Policy

Queens Sports Club

1. Purpose of this Policy

Queens Sports Club is committed to providing a welcoming, inclusive and supportive environment for everyone involved in our sport. We want all members, volunteers, players, coaches and visitors to feel respected, valued and able to participate fully.

This policy sets out our commitment to equality, diversity and inclusion (EDI) across all areas of club activity.

2. Our Commitment

We will:

- Promote fairness, respect and equal opportunities for all.
- Celebrate and value diversity within our membership.
- Provide a safe and inclusive environment free from discrimination, harassment or bullying.
- Ensure decisions and actions are based on merit, ability and the needs of the club.
- Challenge inappropriate behaviour and take concerns seriously.
- Make reasonable adjustments to support participation wherever possible.

3. Who This Policy Applies To

This policy applies to:

- Members
- Players
- Coaches and volunteers
- Committee members
- Parents/guardians
- Spectators
- Anyone attending club activities or representing the club

4. Protected Characteristics

The club will not discriminate based on any protected characteristic as set out in the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also aim to be inclusive of people with diverse backgrounds, experiences and identities beyond those legally protected.

5. Practical Application

To uphold this policy, the club will:

- Ensure membership and participation opportunities are accessible and open to all.
- Promote inclusive language and behaviour.
- Provide information in accessible formats when reasonably possible.
- Encourage reporting of concerns and ensure confidentiality where appropriate.
- Offer training or briefings to coaches and volunteers as needed.

6. Responsibilities

The Committee is responsible for leading by example and ensuring EDI considerations are embedded in club decisions.

Coaches and volunteers must promote inclusive practice and challenge poor behaviour.

Members are expected to treat others with respect and support an inclusive culture.

7. Reporting and Resolving Issues

If anyone experiences or witnesses behaviour that breaches this policy, they should report it to:

- The Club Welfare/EDI Officer 2025 Liz McHugh, or
- A Committee Member

All reports will be taken seriously, handled sensitively, and responded to promptly. Where necessary, the club may take action under its disciplinary procedures.

8. Review

This policy will be reviewed every **two years**, or sooner if required due to changes in legislation or club needs.