



Wales Rugby League - Equality, Diversity, and Inclusion Policy

Vision Statement

At Wales Rugby League, we envision a diverse and inclusive environment embraced in our core values, where every member feels valued and empowered to contribute. We are committed to fostering a culture that not only celebrates diversity but also actively promotes equality and inclusion across all levels of our organisation, clubs and communities, to create a game and environment where all individuals, regardless of their needs and variations can thrive.

Scope

We're proud of our commitment to equality, diversity and inclusion. Our aim is to create and embed inclusive practices into our core culture where everyone's rights and dignity are respected, providing an environment free from discrimination, prejudice, intimidation, and all forms of harassment and bullying.

Policy Commitment

We will treat everyone as individuals, irrespective of ethnicity, nationality, national origins, disability, sexual orientation, religion or belief, marriage or civil partnership, family circumstances, political beliefs, gender, gender reassignment, pregnancy or maternity status, memberships, age, neurological conditions or any other unfair distinction so individuals can contribute to their fullest potential. Our commitment aligns with the Equality Act 2010, Sport Wales Governance and the principles of the Sports Council Equality Group (SCEG).

Objectives and Targets

- **Diversity Metrics:** We aim to achieve a board composition that reflects the communities we serve, with specific targets for underrepresented groups.
- **Engagement Goals:** Increase participation from diverse communities and underrepresented groups over the next three years through targeted outreach initiatives to ensure that their voices are heard.
- **Culture of Disclosure:** Creating a psychologically safe environment where staff, players, volunteers, supporters, members, young people feel comfortable sharing their differences or needs without fear of negative repercussions.



Operating Model

We will initiate change via a cycle of continuous improvement by reflecting, planning, implementing, reviewing, and learning:

Reflecting: Assess the current state of EDI within Wales Rugby League by gathering feedback from all stakeholders about their experiences and perceptions. Analyse the information then identify gaps and areas needing improvement.

Planning: Develop actionable strategies based on reflections gathered. Create SMART goals for improvements. Develop training, resources, programs, initiatives on EDI to educate all stakeholders and individuals involved with Rugby League in Wales to foster an inclusive culture.

Implementing: Execute the initiatives outlined above. Roll out programs and workshops to raise awareness, promote diverse recruitment practices and foster community support.

Reviewing: Assess the effectiveness of the strategies and initiatives by gathering insights and progress from all stakeholders on the impact of the initiatives. Then identifying successes and areas requiring adjustments.

Learning: Foster a culture of continuous learning based on experiences and feedback. Share the findings, encourage open dialogue to enhance understanding and commitment based on insights and needs.

Champion Equality

Our goal is to offer opportunities to everyone, increasing membership, participation and fostering a diverse and inclusive environment. This approach will gain a broader audience reach, attract new participants, increase volunteerism, enhance our brand and reputation whilst improving access to increased sponsorship, grants and opportunities.

Diverse Boards and Leadership

We strive for a diverse mix of decision-makers on our board, reflecting the communities we serve. Our leadership will enable Wales Rugby League better decision-making and responsiveness to everyone connected with Wales Rugby League.

Communication

We aim to reach a wider audience through a multifaceted approach that focus on accessibility, enjoyment and community engagement via various communication tools and methods, ensuring accessibility and inclusivity in all our outreach efforts.

Commitment to Mental Health, Wellbeing and Neurodivergent Conditions

We recognise the importance of mental and physical health as part of our EDI commitment:



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- **Support Services:** We will offer access to resources for all members.
 - **Wellness Initiatives:** Programs promoting overall well-being will be implemented regularly.
 - **Create an environment:** Recognise, advocate, and support the unique strength and conditions of all staff, players, members and volunteers, introducing modified versions of rugby league to reflect a shift towards a more inclusive perspective.

Engagement with Local Communities

We will actively engage with local communities, particularly those underrepresented in rugby league:

- **Partnerships:** Collaborate with community organisations to enhance outreach efforts.
- **Outreach Programs:** Develop initiatives aimed at increasing participation from diverse backgrounds and underrepresented groups.

Training and Development

We commit to ongoing training for all individuals involved with Rugby League in Wales.:

- **Unconscious Bias Training:** To mitigate biases in decision-making.
- **Cultural Competence Training:** To improve understanding of diverse cultures.
- **EDI in Sport Awareness:** To ensure all individuals involved in Rugby League in Wales understands their rights and responsibilities regarding EDI in sport.

Compliance and Accountability

We are committed to adhering to the Equality Act 2010 and will act on all concerns raised. Breaches of this policy will be addressed as per our disciplinary procedures, with serious cases treated as gross misconduct.

Regular Review and Adaptation

This policy will be reviewed annually by the Wales Rugby League leadership team and Board to ensure its effectiveness and relevance. Feedback from all stakeholders/individuals involved with Rugby League in Wales will be actively sought.

Equal Opportunity Policy Statements

- **Age:** Ensure respectful treatment and equal access to opportunities for all ages.



- **Disability and Conditions:** Provide reasonable adjustments where necessary, and creating an environment valuing neurodiverse conditions.
- **Race:** Challenge racism and promote race equality actively.
- **Gender:** Support gender equality and prevent discrimination against those undergoing gender reassignment.
- **Sexual Orientation:** Promote positive images of LGBTQ+ communities and challenge discriminatory assumptions.
- **Religion or Belief:** Respect and accommodate diverse religious practices.
- **Pregnancy or Maternity:** Treat individuals with dignity during pregnancy or maternity leave.
- **Marriage or Civil Partnership:** Ensure equality regardless of marital status.
- **Part-time, Fixed-term and Volunteers Work:** Equal treatment for part-time, fixed-term staff and volunteers.
- **Equal Pay:** Guarantee equal pay for equal work.

Reporting Concerns

In the first instance, report your concern to a Game Official, or a Club Representative, or raise the concern via the Wales Rugby League Website [Report a Concern - Wales Rugby League](#) or info@walesrugbyleague.co.uk

Conclusion

We invite all individuals involved with Wales Rugby League to comment on this policy and suggest improvements. We expect everyone connected to Wales Rugby League to adhere to this policy. Any breaches will be addressed through our grievance, disciplinary or relevant anti-harassment policies and procedures. Together, we can foster an inclusive environment that reflects our commitment to equality, diversity, and inclusion.



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