



London Welsh equality, diversity and inclusion policy

London Welsh Rugby Club is committed to encouraging equality, diversity and inclusion among our Club Members, Players, Match Officials and Volunteers.

The aim is for our Club to be welcoming to all sections of society and our community, and for everyone to feel respected and able to give their best in contributing to the Club.

The policy's purpose is to:

- provide equality, fairness and respect for all involved in our activities;
- not unlawfully discriminate on the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- Encourage equality, diversity and inclusion in order to create an open, welcoming Club culture;
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
- Teams and Club appointments will be made only on the basis of merit.

This commitment is incorporated into the Club Rules and the Club's disciplinary procedures will be invoked where breaches of this Policy occur.