

Cardiff City Korfball Club

Equality, Diversity and Inclusion Policy

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Policy Statement

Cardiff City Korfball Club (hereafter to be referred to as 'the Club') is committed to promoting equality, diversity, and inclusion across all areas of the sport. We strive to ensure that the Club is a welcoming, respectful, and a fair environment for everyone—regardless of background, ability, or identity.

We oppose all forms of discrimination and believe that the values of inclusivity and equality enrich the sport and strengthen our community.

Purpose

This policy sets out the Club's commitment to:

- Promoting equality and preventing discrimination.
- Encouraging diverse participation in all roles within the sport.
- Providing an inclusive environment where all individuals feel respected and valued.
- Meeting legal obligations under the Equality Act 2010 and other relevant legislation.

Scope

This policy applies to:

- Players
- Coaches
- Referees
- Volunteers
- Committee members
- Spectators

Our Commitment

The Club commits to:

- Treating all individuals with respect and dignity.
- Providing equal access and opportunity to participate and progress in korfball.
- Preventing and addressing discrimination, harassment, and bullying.
- Encouraging the representation of underrepresented groups in all levels of the game.
- Actively listening to concerns and feedback from individuals and communities.

Protected Characteristics

Under the Equality Act 2010, it is unlawful to discriminate against someone based on:

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

The Club fully supports these protections and applies them in spirit and in practice.

Implementation

To implement this policy, the Club will:

- Provide training and guidance on EDI to committee members and volunteers.
- Ensure recruitment processes for roles within the Club are transparent and accessible.
- Regularly review this policy and related procedures.
- Promote inclusive language and behaviours in communications and events.

Reporting and Complaints

All members and participants have a responsibility to uphold this policy. Any instances of discrimination, harassment, or exclusion can be reported through the mechanisms described in the Club's Disciplinary Policy.

Reports will be treated seriously, confidentially, and with a commitment to fair investigation and resolution.

Accountability and Monitoring

- The Club's Committee is responsible for overseeing the implementation of this policy.
- An annual review will be conducted to assess progress and make updates.

Review and Updates

This policy will be reviewed annually or sooner if there are changes in legislation, best practice, or internal governance needs.

Declaration

The Club embraces our role in building a sport that is open and welcoming for everyone in Wales. Through this policy, we reaffirm our commitment to equality, diversity, and inclusion at every level of korfball.