



Equality, Diversity & Inclusion (EDI) Policy

Committee Member Responsible: Welfare Coordinator

Approved By: BRL Management Committee

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Equality, Diversity & Inclusion (EDI) Policy

1. Introduction

Bury Rounders League (BRL) is committed to promoting equality, diversity, and inclusion (EDI) across all levels of participation. We believe that rounders should be accessible, inclusive, and welcoming to all who meet our eligibility criteria.

As a **female-only league**, we welcome participation from all women, including trans women whose government-issued ID legally recognises them as female.

This policy sets out our commitment to ensuring fair treatment for all players, officials, volunteers, and spectators, fostering a positive and inclusive environment within our league.

2. Our Commitment

BRL will:

- Ensure that all individuals are treated fairly, with dignity and respect.
- Promote a culture of inclusion where all women feel welcome and valued.
- Oppose and challenge all forms of discrimination, harassment, and unfair treatment.
- Ensure equal access and opportunities for eligible participants.
- Provide education and awareness on EDI issues to all involved in the league.

3. Scope

This policy applies to:

- Players
- Team officials and coaches
- Umpires and league officials
- Volunteers
- Spectators and supporters

It covers all league activities, including matches, training sessions, events, and online interactions.

4. Legal Framework

This policy aligns with the **Equality Act 2010**, which protects individuals from discrimination based on the following **protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race (including ethnicity, nationality, and heritage)
- Religion or belief
- Sex
- Sexual orientation

Under the **Gender Recognition Act 2004**, individuals with legal recognition of their gender (as shown on government-issued ID) are entitled to be treated accordingly. BRL aligns with this legal framework by allowing trans women to participate if their ID legally recognises them as female.

5. Forms of Discrimination

Discrimination can take many forms, including:

- **Direct discrimination** – Treating someone less favourably due to a protected characteristic.
- **Indirect discrimination** – Policies or practices that disadvantage certain groups.
- **Harassment** – Unwanted behaviour that violates dignity or creates an intimidating, hostile, or offensive environment.
- **Victimisation** – Treating someone unfairly because they have made or supported a complaint about discrimination.

6. Responsibilities

All individuals involved in BRL have a responsibility to uphold this policy.

League Committee:

- Ensure EDI is embedded in all policies, procedures, and decision-making.
- Investigate and address any reports of discrimination, harassment, or unfair treatment.
- Promote inclusivity in league activities and communications.

Teams and Captains:

- Encourage and support inclusive team environments.
- Report any concerns relating to discrimination or harassment to the league committee.

Players, Officials, and Spectators:

- Treat others with respect and fairness.
- Challenge or report any discriminatory behaviour or language.

7. Reporting & Addressing Concerns

BRL takes reports of discrimination, harassment, or exclusion seriously. Any concerns should be reported to the League Committee, who will:

- Treat all reports confidentially.
- Investigate fairly and promptly.
- Take appropriate action, which may include mediation, education, or disciplinary measures.

8. Inclusive Practices

To create an inclusive league, BRL will:

- Use inclusive language in all communications.
- Accommodate different needs where possible, including disability adjustments.
- Celebrate diversity through events and awareness initiatives.
- Encourage representation from diverse backgrounds in leadership roles.

9. Review & Monitoring

This policy will be reviewed annually to ensure it remains effective and aligned with best practices. Feedback from players, officials, and volunteers will be welcomed and considered.

10. Contact Information

For any questions or to report concerns, please contact the League Committee.