



BENTLEIGH GREENS SOCCER CLUB INC

DIVERSITY AND INCLUSION POLICY

Date created:	1 July 2023
Audience:	All persons involved in or connected to Football (Soccer) at Bentleigh Greens Soccer Club Inc including Board/Committee members, employees, contractors, coaches, team managers, volunteers, players, parents, spectators and officials
Version:	2023:1
Purpose of Document:	<p>To demonstrate BGSC's commitment to and value for diversity and inclusion across all levels</p> <p>To provide the framework for the creation of a safe, inclusive and respectful environment free of discrimination for all involved in or connected to Football (Soccer) at Bentleigh Greens Soccer Club Inc.</p>
Actions:	<ul style="list-style-type: none"> • Ensure all BGSC employees, contractors and volunteers acknowledge they have read and understand this Policy. • Ensure that parents and guardians and players at BGSC acknowledge that they have read and understand this Policy. • Ensure this Policy is published on the BGSC website
Review:	Biennially from the date of this Policy
Bentleigh Greens Soccer Club Contact:	BGSC Club Secretary info@bentleighgreens.com.au
Contents:	Diversity and Inclusion Policy
Other relevant resources (see BGSC website) :	<ul style="list-style-type: none"> • FA National Member Protection Framework • National Code of Conduct and Ethics • Racial Discrimination Policy • Codes of Conduct for Players, Coaches, Team Managers and Parents and Guardians; • Member Protection Policy



1. INTRODUCTION

Bentleigh Greens Soccer Club Inc (BGSC) is committed to being an inclusive Club which values diversity to achieve the following outcomes:

- Increase participation and membership and diversity in Football (Soccer);
- A more inclusive Football (Soccer) culture.

BGSC is committed to:

- 1.1. ensuring that all persons involved in or connected to Football (Soccer) at BGSC including Board/Committee members, employees, contractors, coaches, team managers, volunteers, players, parents, spectators and officials are treated fairly and with respect regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background.
- 1.2. promoting equality and diversity within BGSC, including promoting Football (Soccer) to culturally and linguistically diverse communities, Indigenous communities and people with disabilities and diverse sexualities and genders and those with intersex variations.

2. POLICY STATEMENT

- 2.1. BGSC has a zero-tolerance approach to discriminatory or oppressive behaviour of any kind and will enforce disciplinary action in response to any behaviour deemed as such.
- 2.2. BGSC maintains policies and procedures to promote equal opportunity and to eradicate discrimination, harassment, vilification, abuse and actions of intolerance.
- 2.3. In recruiting for Board/Committee Members, BGSC will actively seek diverse membership which is reflective of BGSC's local community. This includes the inclusion of women, men, people from culturally and linguistically diverse backgrounds, people with varying abilities and viewpoints.
- 2.4. In seeking for diversity is committed to providing relevant training to its Board/Committee Members, coaches and team managers around disability awareness and cultural awareness.

3. SCOPE

- 3.1. This Policy applies to everyone involved in or connected to Football (Soccer), including (but not limited to) players, parents, spectators, contractors, officials, coaches, team managers, volunteers and officials throughout all BGSC events and activities.
- 3.2. This Policy will continue to apply retrospectively to a person or Member following the cessation of their association, employment or engagement with BGSC.



4. RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

This Policy must be read in conjunction with:

- 4.1. Racial Discrimination Policy;
- 4.2. Codes of Conduct for Players, Coaches, Team Managers and Parents and Guardians;
- 4.3. Member Protection Policy;

5. POLICY BREACHES

It is a breach of this Policy for any person or organisation to which this Policy applies, to have been found to have done anything contrary to this Policy. Any person who may breach this Policy is subject to [FA National Member Protection Framework](#).

6. POLICY PROMOTION

- 6.1. This Policy will be made available to all Members via the BGSC website.
- 6.2. This Policy will be communicated to all employees, contractors, BGSC Board/Committee members via email and at BGSC Board/Committee Meetings and meetings with employees and contractors.

7. REVIEW PROCESS

- 7.1. This Policy will be reviewed by the BGSC Board/Committee on a biennial basis.
- 7.2. If you would like to provide BGSC with any feedback or suggestions to improve this Policy, please contact the BGSC Club Secretary at info@bentleighgreens.com.au.
- 7.3. In addition to the regular review of this Policy, recommendations for changes to the Policy may be submitted to the BGSC Board/Committee for consideration at any time. In the event that changes are accepted, this Policy will be updated, and circulated to all stakeholders via the BGSC website, email and/or other appropriate communication channels.

Should a person wish to make any enquiries in relation to this Policy, please contact the BGSC's Secretary at info@bentleighgreens.com.au.
