



London Warriors American Football Club

Equality, Diversity & Inclusion Policy

Policy statement

The London Warriors American Football Club ("London Warriors", or "the Club") recognises that providing equality of opportunity, valuing diversity, and promoting a culture of inclusion are vital to our success both on and off the field.

The London Warriors abhors all forms of unlawful and unfair discrimination. We are a family who support each other and respect each other's beliefs. We aim to create an environment which values individuals equally, and where people can be free to be themselves.

The London Warriors does not disadvantage individuals by discriminating on any grounds including, but not limited to: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex (gender), and sexual orientation.

This policy seeks to ensure those involved with the Club maximise their potential and embrace a broad range of people, ensuring that no one is excluded. Most importantly it underpins our belief that we are all different, want different things, react differently to the same situation, and possess different strengths. As such we need to be treated as individuals with respect and without assumption.

The Club is committed to challenging discrimination in all its forms and will support our leaders, managers, players, supporters, partners, staff, and the wider London Warrior family in demonstrating this commitment in their everyday activities.

Scope

This policy applies to all teams within the Club. Within those teams the policy applies to volunteers and employees, players, supporters, our Trustees, external partners, contractors and sponsors.

Everyone has a personal responsibility to be aware of this policy and to always abide by it.



Policy commitment

The London Warriors are dedicated to encouraging a supportive and inclusive culture across all levels of the club through the promotion of diversity and inclusion and ensuring the elimination of discrimination in the workplace and across all strands of our organisation.

The Club will:

- Have a zero-tolerance approach to the elimination of discrimination, harassment, and bullying, such as gaslighting and mobbing. As such we will not tolerate any form of these across the London Warriors from any member of staff (volunteer or employee), player, supporter, external partner, contractor, sponsor or Trustee and will impose sanctions on anyone that breaches this policy
- Ensure that we are representative of all sections of society. Everyone involved will be respected and valued and able to give their best as a result
- Create an environment in which individual differences and the contributions of all team members are recognised and valued and the environment promotes dignity and respect
- Make our position on equality, diversity & inclusion clear. By doing so, we are signalling our commitment to make a stand to eradicate discrimination in all forms, including racial discrimination and discrimination toward Lesbian, Gay, Bisexual, Transgender (including those who identify as non-binary), and Intersex (LGBTQ+) people
- Take any breaches of this policy seriously and would encourage anyone who feels they have been subject to discrimination, harassment or bullying to raise their concerns without any fear so we can act to sanction and eradicate such behaviour
- not discriminate in our recruitment, selection, promotion, transfer, training & development, discipline, and dismissal processes. All decisions in these areas will be based on individual circumstance, aptitude and ability or merit as appropriate to the area
- Influence the sectors and communities we work in through demonstrating our commitment and consistent practice in these areas and working with other likeminded organisations on the furtherance of equality, diversity, and inclusion.

Responsibilities

All members of the London Warrior family are expected to behave in accordance with this policy and always treat each other with dignity and respect. This includes both through interactions in person and through all types of communication, both personal and public (eg through email or via social media).



Staff: Volunteers and employees

- All volunteers and employees have a responsibility to comply with and promote the policy through appropriate actions and behaviour
- All volunteers and employees must value and respect each other's individuality and ensure they do not participate in any behaviour that would breach this policy, whether intentionally or unintentionally
- All volunteers and employees should challenge unacceptable language and behaviour and report any breaches of the policy to their manager, or a member of the Club's Senior Leadership Team
- All volunteers and employees must undertake any training required
- Any breach will result in disciplinary procedures being instigated

Players

- Players will perform, both on and off the field, within the commitments made within this policy
- Any breach will result in internal club disciplinary procedures being instigate

Members and supporters

- Supporters are expected to behave in line with the policy when attending Club events or games (both home and away), or any other official events at which the Club are involved
- Supporters witnessing any behaviour contrary to this policy when supporting the London Warriors at any games or any other official events at which the Club are involved should immediately report it to a member of the Club's Senior Leadership Team
- Any supporter found breaching this policy may be banned from the Club for a set period, and possibly have a lifetime ban placed upon them for serious breaches

External partners, sponsors and contractors

- All external partners, sponsors and contractors will be expected to comply with this policy when attending any games or other official events at which the Club is involved or carrying out work affiliated with their name
- The evaluation process used to identify whom the Club should work or partner with may be influenced by the extent to which organisation's operate and commit to discrimination legislation and philosophy. This would also be the case for continuing relationships
- Failure to meet the standards of legislation and/or this policy may lead to the dissolution of any partnership or agreement



Our Trustees

- Our Trustees will ensure current and robust policies and practices are in place to achieve the Club's commitment to Equality, Diversity, and Inclusion
- Any Trustees failing to live up to the commitment of the policy will be subject to internal procedures

Monitoring

We will monitor the make-up of the Club regarding information such as age, sex (gender), ethnic background, sexual orientation, religion or belief and disability to encourage equality, diversity and inclusion and support meeting our aims and commitments within this policy.

All information will be requested on a voluntary basis and only used for the purposes of developing and monitoring equality, diversity, and inclusion plans.

This policy was last reviewed and updated on 31st January 2025 and will be reviewed again by 31st January 2026 at the latest, or in the event of any significant changes.