BellaMonaro Women’s Football Club

# Diversity and Inclusion Policy

## 1. Purpose

BellaMonaro WFC is committed to providing a safe, supportive, and inclusive football environment for women and girls of all ages and abilities. As a small community football club, we value diversity as a strength and strive to ensure that every player, coach, volunteer, and supporter feels welcome and respected.

## 2. Scope

This policy applies to all members of BellaMonaro WFC, including:
- Players (all age groups and competitions)
- Coaches and managers
- Committee members and volunteers
- Parents, carers, and supporters
- Visiting teams, referees, and officials engaging with our club

## 3. Policy Statement

BellaMonaro WFC exists to promote women’s and girls’ football and is committed to:
- Providing equitable access to football opportunities regardless of age, cultural background, religion, ability, or socioeconomic circumstances.
- Creating an environment that supports female participation, development, and leadership.
- Eliminating discrimination, harassment, and exclusion in all forms.
- Celebrating the unique contributions and perspectives that diversity brings to our club.

## 4. Principles of Inclusion

- Respect: All members are expected to act with dignity, fairness, and respect towards others.
- Equity: Opportunities are provided on the basis of effort, commitment, and merit, not personal characteristics.
- Participation: We encourage and support involvement from women and girls across all backgrounds and abilities.
- Safety: We are committed to a football environment free from bullying, harassment, and discrimination.
- Voice: Players, families, and volunteers are encouraged to share ideas, feedback, and concerns.

## 5. Practical Commitments

To put this policy into action, BellaMonaro WFC will:
1. Promote football as an inclusive sport for all women and girls.
2. Ensure recruitment and selection of players, coaches, and volunteers are fair, transparent, and inclusive.
3. Support culturally diverse and Indigenous participation in our club.
4. Encourage pathways for women and girls into leadership, coaching, and refereeing.
5. Provide flexibility to support participation around school, work, cultural, and family responsibilities.
6. Act promptly on any breaches of this policy.

## 6. Roles and Responsibilities

- Committee: Oversee the policy, set standards of behaviour, and handle complaints fairly.
- Coaches and Managers: Create inclusive team environments, encourage participation, and model respect.
- Players and Members: Treat teammates, opponents, officials, and supporters with respect at all times.

## 7. Complaints and Reporting

Any member who experiences or witnesses discrimination, harassment, or exclusion is encouraged to report the matter to the Club President, Member Protection Information Officer (MPIO) or any committee member. All reports will be treated seriously, confidentially, and in line with Football NSW and Capital Football procedures.

## 8. Review

This policy will be reviewed every two years, or earlier if needed, to ensure it remains relevant and reflects the needs of our players and community.