



Diversity, Equity and Inclusion Policy

1. Purpose

This policy will guide the club with strategy and decisions in relation to diversity, equity and inclusion. It will promote a welcoming, diverse, and safe environment providing fair opportunities for everyone.

2. Policy

Diversity, equity and inclusion sit at the heart of Swans values. It is central to our club's value of 'Everyone Matters' bringing people together, embracing equity, celebrating diversity, and providing support when it's needed.

Swans is a community facing semi-professional football club with paid and honorary staff, players and volunteers. The club is committed to recruiting and developing people that is representative of the communities in which we live, work and play.

- Diversity is about our individual differences and acknowledging the unique blend of knowledge, skills, and perspectives our staff, players and volunteers bring to our club.
- An inclusive culture is one where everyone feels valued and respected and can fully contribute.
- Equity is to eliminate discrimination in the workplace and ensure fair outcomes for all.

Our club culture thrives on mutual respect, teamwork, and diversity of thought in the workplace among people who are diverse in work background, experience, education, age, gender, race, national origin, physical abilities, religious belief, sexual orientation, gender identity, and other real and perceived differences.

We are opposed to all forms of unlawful and unfair discrimination.

We believe that our commitment to diversity, equity and inclusion creates a distinct advantage and will continue to produce a more innovative, responsive and community led organisation.

This policy applies to the Swans Board, staff, players, and club volunteers.

3. Related Documents

Swans Diversity, Equity and Inclusion Action Plan 2023

Swans Reporting an Issue or Concern Procedure 2022

Swans Health and Safety Policy 2021

SDFC Human Resources Manual 2021

4. Revision History

Version No.	Date Board Approval	Contact
1	31.10.2019	Jeff Dennis
2	25.5.2023	Jeff Dennis