



Old Streetonians Equality, Diversity & Inclusion Action Plan

The goals:

1. A Club which welcomes members from all sectors of society
 2. A Club which actively looks to engage with the local community, include and support it:
 - a. Through actions which help support those who need it
 - b. As an open opportunity for those wishing to be part of the Club and wider rugby community
 3. A Club which is open to the voices and opinions of all its Members
 4. A Club which provides opportunities for all Members who wish to contribute more
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1. A Club which welcomes members from all sectors of society:
 - We as a Club are committed to encouraging equality, diversity and inclusion among our Membership.
 - We want anyone – be that playing member, opposition, official or supporter – to feel welcome, included and respected in all situations connected to the Club.
 - We stand by our '[Equality, Diversity and Inclusion Policy](#)' and if we identify breaches of the Policy, either on or off the field, we will follow the procedures set out in the Policy and apply the appropriate sanctions.
 2. A Club which actively looks to engage with the local community, include and support it:
 - We're proud to live, work and play in such a diverse and culturally rich area of the United Kingdom.
 - We will look to engage more Members who grew up in Hackney and the surrounding areas through council and charitable programs; in addition to actively reaching out to schools, clubs and community groups.
 - We will seek out for regular opportunities to give back to the local community when and where it needs help.
 - On the pitch, we will look to engage more Members from Hackney and the surrounding areas through council and charitable programs; in addition to actively reaching out to schools, colleges, clubs and community groups
 3. A Club which is open to the voices and opinions of all its Members:
 - We want all Members of the Club to have an equal voice and the opportunity to share their thoughts on the direction of the Club.
 - All members of the Committee are dedicated to listening to, discussing and addressing any idea, thought or concern raised by any of the Club's Members.



- We have created a platform for ideas, thoughts and concerns to be raised anonymously ([this Google Form](#)), to provide for those who may not feel comfortable doing this in person.
4. A Club which provides opportunities for all Members who wish to contribute more:
- The strength of the Club is built on its Members and their efforts on and off the pitch. .
 - We want no area of the Club to be off limits. We actively encourage any Member, however long they've been with the Club, to become actively involved. This could involve taking a role on the Committee or just attending meetings to offer a player/official/supporter's viewpoint; being part of a programme we run; organising socials and tours; dealing with financial or legal matters; marketing the Club; or bringing something/anything completely new which could benefit the Club, Members, the broader rugby family or our community.

What have we done already?

- Agreed to implement our Equality, Inclusion and Diversity Policy.
- Reached out to charities, Hackney Council and the RFU to identify programmes we can contribute to and be a part of.
- Set up procedure for people to raise ideas, thoughts and concerns about the Club – in person or digitally/anonymously via a Google Form.
- Assessed the current demographic split of our Membership via a Questionnaire (with a view to using that as a springboard to encourage a more diverse Membership).

Next Steps?

- Share the Equality, Inclusion and Diversity Policy with the Membership.
- Follow up with charities, Hackney Council and the RFU now schools and working patterns are returning to normal.
- Identify local community groups and schools we can engage with.
- Identify moments in the year we can give back to the community off the rugby pitch.
- Make our Members aware of the ways they can raise ideas/thoughts/concerns, and otherwise comment on the running of the Club.
- Make our Members aware of the ways they can contribute to the running of the Club.
- Address the Action Plan ahead of the Club AGM and Business Plan in 2022

For those who want to learn more about issues of Equality, Diversity and Inclusion specifically in rugby we suggest:



- [Rugby Union Weekly – Rugby and Race](#) [podcast]
- [Everybody’s Game](#) [documentary – Amazon Prime]
- [Oceans Apart: Greed, Betrayal and Pacific Island Rugby](#) [documentary – Amazon Prime]
- [Steelers, The World’s First Gay Rugby Club](#) [documentary – Amazon Prime]
- [RFU Diversity, Equality & Inclusion Policy Statement](#)
- [RFU Diversity, Equality & Inclusion Action Plan](#)