

Buderim Wanderers Football Club Inc.

Diversity and Inclusion Policy

Policy owner	Management Committee
Applies to	All members, players, coaches, officials, volunteers, employees, contractors, spectators and visitors

1. Purpose

Buderim Wanderers Football Club Inc. (the Club) is committed to a football environment that is open, accessible, welcoming and inclusive. This Policy is guided by Football Australia's *Inclusivity Principles for Club Identity*, formerly issued by Football Federation Australia (FFA). It recognises football's rich multicultural history, respects the communities that helped establish and develop clubs, and promotes a sense of belonging for participants from every cultural and linguistic background. It also extends these commitments across broader diversity, equality, accessibility and inclusion matters relevant to Club life.

2. Policy Statement

The Club values diversity and will provide equitable opportunities to participate in football and Club life. Football Australia's Inclusivity Principles are guiding principles rather than strict regulations; the Club adopts their intent as a standard for its identity, communications, practices and engagement with the community. The Club does not tolerate unlawful discrimination, harassment, bullying, vilification, victimisation or exclusion. Decisions will be based on relevant skills, conduct, safety, eligibility and the reasonable requirements of the activity—not assumptions about a person's background or characteristics.

3. Guiding Principles

- **Welcome, safety and belonging:** Every person should feel welcome, safe and included at their local football club.
- **Inclusive club identity:** The Club's name, logo, principles, symbols, language and actions will communicate that participation is open to the whole community.
- **Broad community focus:** The Club will embrace a broad identity that is not tied exclusively to one cultural group and will avoid conduct or presentation that may reasonably make others feel excluded.
- **Respectful recognition of heritage:** The Club may acknowledge and celebrate its history and the communities that contributed to its development, provided this is done respectfully and is not offensive or inconsistent with welcoming people from all backgrounds.
- **Open and accessible participation:** The Club will work to ensure football is accessible and embracing of participants from all cultural and linguistic backgrounds and, more broadly, will address barriers relating to disability, gender, age, finances, communication and other circumstances.

- **Inclusive engagement:** Club practices, activities and community engagement will celebrate diversity, promote inclusion and help people feel that they belong.
- **Shared responsibility and improvement:** Everyone connected with the Club has a role in inclusion, and the Club will listen, learn and improve its practices over time.

4. Scope

This Policy applies to all Club programs, teams, competitions, training, meetings, events, facilities, online spaces, communications, recruitment, selection, appointments and decision-making. It applies to conduct by members, players, parents and carers, coaches, match officials, volunteers, employees, contractors, spectators, committee members and visitors.

5. Our Commitments

The Club will:

- welcome participation regardless of age, disability, family or carer responsibilities, sex, gender identity, intersex status, sexual orientation, marital or relationship status, pregnancy or breastfeeding, race, colour, nationality, ethnicity, cultural or linguistic background, religion, political belief, social origin or other characteristic protected by law;
- offer fair access to playing, coaching, officiating, volunteering, leadership and development opportunities, subject to lawful competition requirements;
- use inclusive and respectful language, imagery, uniforms, ceremonies, social media and communications;
- make reasonable adjustments for people with disability and consider practical cultural, religious, caregiving and financial needs;
- consult participants and community partners when developing initiatives for under-represented groups;
- promote diversity in committees, coaching, volunteer and leadership roles;
- respond promptly and fairly to concerns about discrimination, harassment, bullying or exclusion; and
- provide relevant induction, information and education to support this Policy.

6. Expected Conduct

Everyone covered by this Policy must treat others with dignity, comply with Club and governing-body codes of conduct, support reasonable inclusion measures, and speak up or seek help when unsafe or exclusionary behaviour occurs. Retaliation against a person who raises a concern or assists with a review is prohibited.

7. Roles and Responsibilities

- **Management Committee:** approve, resource, communicate and review this Policy; provide oversight of serious matters.
- **Coaches, managers and officials:** model inclusive behaviour, apply team rules consistently, consider reasonable adjustments and address concerns early.
- **Members, players, families, volunteers and spectators:** act respectfully, follow relevant policies and report concerns in good faith.
- **Club contact person:** receive concerns confidentially, explain available options and refer matters under the appropriate grievance, member protection or disciplinary process.

8. Raising and Responding to Concerns

A person may raise a concern with the Club Secretary, President, Member Protection Information Officer or another nominated Club contact. Reports may be made verbally or in writing. The Club will handle concerns as confidentially as practicable, provide procedural fairness, consider safety and support needs, and follow applicable Club, Football Queensland and Football Australia policies and procedures. Where appropriate, a matter may be referred to a governing body, police, child-safety authority or other external agency. Knowingly false or malicious reports may themselves be addressed under Club rules; a report made honestly is not malicious merely because it is not substantiated.

9. Implementation

- Provide this Policy to members and volunteers during registration or induction and make it readily accessible.
- Include inclusion expectations in role descriptions, team briefings and codes of conduct.
- Use accessible registration and communication options and invite requests for reasonable adjustments.
- Review participation data and member feedback, where lawful and appropriate, to identify barriers.
- Plan practical initiatives that support women and girls, culturally and linguistically diverse communities, First Nations peoples, people with disability and other under-represented groups.

10. Related Documents

- Football Australia *Inclusivity Principles for Club Identity* (originally published by FFA)
- Football Australia Member Protection Framework
- Football Australia National Code of Conduct and Ethics
- Football Australia anti-discrimination and diversity, equality and inclusion resources
- Football Queensland policies, competition regulations and inclusive-football guidance
- Club Constitution, Codes of Conduct, grievance procedures and child-safeguarding policies
- Applicable Commonwealth and Queensland anti-discrimination, human rights, work health and safety, and child-safety laws

11. Review

The Management Committee will review this Policy at least every two years, and earlier if legislation, governing-body requirements, Club operations or identified risks change. Consultation and feedback from members and community stakeholders will inform the review.

12. Approval

Approved by	Management Committee, Buderim Wanderers Football Club Inc.
Name and position	Glenn Duncan Presient
Signature	
Date	16/01/2026

***Note:** This Policy is intended to operate consistently with applicable law and governing-body rules. If there is an inconsistency, the applicable law or mandatory governing-body requirement prevails.*