



Equality, Diversity and Inclusion (EDI) Policy



February 2023 – February 2025

Equality, Diversity and Inclusion (EDI) Policy

The WRU are committed to providing a Jersey for All. Our aim is to provide a safe, welcoming and inclusive environment for our rugby family, across Wales.

The WRU will provide a sector leading approach to inclusion, to ensure we create exceptional experiences for everyone in our game. It is the responsibility of the WRU to lead Welsh rugby, impress our values on our community and ensure everyone is treated with dignity and respect.



Our Commitment

The WRU aims for its workforce, and rugby in Wales, to be representative of its communities.

In order to achieve our ambitions for the WRU to be a People First employer and provide a Jersey for All, we will:

- Take a zero tolerance approach to discrimination, bullying and harassment. We will investigate all concerns raised and take action where necessary.
- Provide education and training to our staff, Board, Council, volunteers and stakeholders across Welsh rugby.
- Collaborate with partners, stakeholders and subject matter experts to improve EDI outcomes and remove barriers to rugby in Wales.
- Use data and insight to continually monitor and report our EDI progress, and change our approach if necessary.
- Communicate our progress across Welsh rugby, being transparent about our areas for improvement and celebrating our successes.



Legal Responsibilities

The WRU takes its responsibilities under the Equality Act (2010) and associated legislation seriously. We will act upon discrimination, harassment, victimisation or bullying relating to Protected Characteristics, to ensure Welsh rugby is inclusive and safe for everyone. This applies to anyone connected with rugby in Wales, including staff, volunteers, coaches, officials, partners and Board and Council members.

These characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and belief
- Sex
- Sexual Orientation

More detailed guidance on Protected Characteristics and types of discrimination covered by the Equality Act (2010) can be obtained from the [Equality and Human Rights Commission](#).



Reporting Concerns

The WRU takes all concerns seriously and will act where behaviour falls short of our expectations. There are several channels available to victims.

WRU Staff

Staff can speak to their People Advisor or line manager regarding any concerns. Formal concerns should be raised in writing to the People Team or People Director.

If staff do not feel comfortable to report concerns internally, they can contact See, Hear, Speak Up, an independent Whistleblowing service, commissioned by WRU.

Community Game

If you have experienced or witnessed bullying, harassment or discrimination within Community Rugby, or have concerns about safeguarding children or adults, please contact the WRU Policy and Integrity Team on the WRU Integrity Line (Tel. No. 029 20 822 200) or Integrity Mailbox integrity@wru.wales

Principality Stadium

If you wish to report discriminatory behaviour at the Principality Stadium, the WRU advises contacting your nearest Steward, or alternatively please contact the Customer Care Team.



Taking Action

The WRU will take the strongest possible action where discrimination, harassment and bullying has occurred.

This includes following the processes set out in our Disciplinary Policy and Disciplinary Regulations. The WRU reserve the right to share information with outside agencies, such as the Police, where a criminal offence is suspected.

Accountability

The WRU Board and Executive Board take responsibility for the effective implementation of this policy across the WRU Group. The WRU expect all staff, contractors, volunteers, partners and anyone connected with the WRU Group to adhere to this policy.

