

European Rugby League Federation Ltd
Equality, Diversity and Inclusion Statement

The European Rugby League Federation Ltd (ERL) takes a proactive approach in leading and influencing a fair, equitable, and ethical world-class sporting system. The ERL promotes and leads the highest standards of conduct in diversity and equality throughout all its work:

- The ERL is people-focused and values and embraces people's differences.
- The ERL aims to ensure the culture of sport values diversity and enables the full involvement of disadvantaged groups in every aspect of high-performance sport.
- The ERL embraces all relevant European legislation and welcomes people from all backgrounds.
- The ERL will not tolerate discrimination either directly or indirectly, on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
- The ERL is developing more detailed actions to support the delivery and implementation of its ambitions as the organisation grows and develops to best support the needs of its partners, stakeholders, athletes, and its membership.

The ERLF will take positive action to:

- Encourage equality, diversity and inclusion at all levels of the organisation; Board of Directors, Staff and Volunteers
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the ERL's work activities and deal with them in line with our disciplinary policies.
- Make opportunities for training, development and progress available to all directors, staff and volunteers who will be helped and encouraged to develop their full potential.
- Annually monitoring the makeup of our staff and volunteers, and separately our board of directors, in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- The Nominations & Remuneration Committee will consider all areas of diversity as part of considering any new board and staff appointments to ensure that the ERL continues to be representative of its members and the communities it serves.