1. **Policy Statement**

Perth Blackball Pool League (PBPL) is committed to supporting diversity and creating an inclusive culture, in which each player is able to fulfil their potential. We recognise and value the benefits that a diverse playing community brings and are committed to the elimination of all forms of unlawful or unfair discrimination.

The PBPL recognises the value that all people bring to the game and our league regardless of:

* Age
* Disability
* Gender
* Gender Reassignment
* Marital and Civil Partnership status
* Pregnancy and maternity
* Race
* Religion or belief or absence of religion or belief
* Sexual orientation

We will actively promote and support social and economic inclusion within the league and in league policies and practices.

Every player has the right to be treated with dignity and respect throughout their matches and not to be discriminated against. Any form of bullying, harassment or victimisation of any kind will not be tolerated.

The PBPL, all players and representatives have the responsibilities for the promotion and advancement of this policy and in creating an inclusive culture.

1. **PBPL Responsibilities**

2.1. Actively support diversity and inclusion and ensure that all our players are valued and treated with dignity and respect.

* 1. Ensure all players come together to create and sustain an inclusive playing environment that is free from discrimination and where everyone’s contribution is respected.
  2. Ensure that decisions affecting players, teams, competition and development are based on an individual’s ability and genuine pool requirements.
  3. Ensure that this policy is communicated, understood and applied throughout the league.
  4. Treat all complaints seriously and deal with them promptly and sensitively, taking appropriate action where there are breaches of this policy.
  5. Consider and, where practical and reasonable, make adjustments to meet the needs of all players with various protected characteristics.

1. **Player Responsibilities**
   1. Familiarise themselves with this policy and to act in accordance with PBPL’s commitment to diversity and inclusion at all times
   2. Treat everyone with respect and help to create an environment that is free from discrimination and harassment of any kind.
   3. Recognise and be sensitive to the potential impact of their behaviour on other individuals they come into contact with as part of their involvement in the league.
2. **Diversity and Inclusion**

PBPL will promote and support any diversity groups to enable player’s own diversity initiatives to flourish. This includes but not limited to:

* Women players in the PBPL e.g. A Ladies Singles Event.
* LGBT – for our Lesbian, Gay, Bisexual and Transgender players, to raise awareness and encourage LGBT visibility within our league.
* The Disability Forum – for our players with a disability or long term limiting health condition, to influence league policy and change perspectives.

These groups are self-governed and set their own agenda, to support a creative partnership approach within PBPL.

1. **Raising Concerns**
   1. PBPL is committed to creating and sustaining a culture where all players recognise the value that diversity and inclusion bring to the league and where fellow players or representatives are treated with dignity and respect.
   2. Players who believe they have been subjected to discrimination, victimisation or harassment are entitled to feel safe to raise such concerns and be assured that these will be dealt with in a timely, efficient and sensitive manner. All concerns related to any of the aforementioned policy must be raised in writing to the PBPL committee.