



INCLUSION IN OUR GAME

Introduction

At Brothers FC, we believe that everyone has the right to participate in football. We see football as an avenue whereby all individuals can come together on the same playing field to improve their health and wellbeing, and build social cohesion. Our focus is on fostering an environment that welcomes, accepts and embraces the diversity of our Brothers FC community.

1. Principles. Our commitment is to provide an inclusive environment that supports a diversified community, whereby all members and communities can come together in a safe and respectful space. We will provide equal opportunity that supports individual abilities, beliefs, and aspirations. We will embrace diversity through our values to encourage and support equity, fairness and inclusion in all that we do. We maintain a commitment to promoting respectful behaviour and have a zero tolerance to any form of discrimination, bullying, harassment, and vilification towards any person. This includes homophobia, biphobia, and/or transphobia. We adhere to antidiscrimination laws and policies. We celebrate, promote, and foster an awareness of diversity and inclusion, and welcome all to gain a positive experience through sport.

2. Objectives. Part of our Vision is to be a club who doing our part to make football the number 1 sport in Australia. As a leading football club in North Queensland we will continue to strive for increases participation, elite performance and inclusion for all in football. We strive for inclusion and diversity across all our programs, services and facilities, ensuring we reflect the diversity of the community in which we operate.

Our Commitment is underpinned by the key objectives detailed in the Football Queensland 2023-2026 Strategic Plan, including:

- Expand existing and develop new programs that enable participation of those from underrepresented and diverse cultural backgrounds.
- Embed Indigenous knowledge and culture through sport.
- Leverage Football Queensland resources to extend its contribution to football.

3. Scope. Our Inclusion in our Game Policy extends to all individuals within our community, and includes all engagements both on Brothers Townsville FC grounds and at external venues. This includes, but is not limited to, our:

- Staff, including permanent, part-time, contractual and casual employees.
- Affiliated clubs members, volunteers, staff and spectators.
- TEAM Brothers representatives, athletes, staff, spectators and volunteers.
- Competition and Program participants, including Academy, 6-a-side, Social football, Kids Holiday Program, schools affiliation programs and Goalkeeper programs.
- Brothers Townsville FC members and casual users.
- Brothers Townsville FC facility users and spectators.

The Policy applies to all of our operations and engagements, including those run on Brothers Townsville FC grounds (Hi Vista Park) as well as at external venues where the Brothers Townsville FC community members work, participate or compete.

It focuses on addressing awareness and participation in sport for underrepresented groups within our Brothers Townsville FC community, including, but not limited to:

- Indigenous Australians
- Low Socio-Economic Status Communities (i.e. regional/remote)
- Culturally and Linguistically Diverse Communities (i.e. international students)
- LGBTQIA+ Communities
- Gender Equity (i.e. women in sport)
- People with a Disability.

4. Framework. Brothers Townsville FC have established an Inclusive Sport Framework that focuses on advancing diversity and inclusivity in sport via long term cultural change, derived from the 7 Pillars of Inclusion Model developed by Play by the Rules and Sport Australia.

The framework captures:

- What we believe in (our Inclusion Commitment Statement)
- Rights and responsibilities (our policies and codes)
- What we do (our related strategies and programs)
- How to get involved and get inclusive (resources and tools)
- How we educate and support our community (education, and training)
- How we measure and communicate our progress (communication and reports).

The Seven Pillars of Inclusion is a broad framework that provides Brothers Townsville FC a point to address inclusion and diversity. Each pillar represents the common aspects of inclusion and importantly focuses on the things we do, that enables inclusion. In this way the 7 Pillars provide a starting point for achieving diversity and can be used to address the 'how to' of achieving inclusion.

The Model focuses on developing knowledge and action across the seven keys elements that are universally applicable to all community groups. The seven pillars are:

- Access
- Attitude
- Choice
- Partnerships
- Communication
- Policy
- Opportunities.

5. Discrimination, Harassment & Bullying. In line with Brothers Townsville FC Code of Conduct, Brothers is committed to maintaining an environment that is free from discrimination and harassment. The club has a duty of care to all members of its community and violence, aggression and bullying are unacceptable.

6. Complaints. We support complaints from all community members, including staff and players, about bullying, discrimination and harassment. These matters should be directed to the Brothers Townsville FC Executive committee at team@brotherstownsvillefc.com.

7. Inclusion Team. Our committee leads our strategies and initiatives relating to diversity and inclusion across all our programs, services and facilities. The committee can provide advice and support to all community members on matters relating to inclusion in our game. The Executive committee can be contacted on team@brotherstownsvillefc.com

SEVEN PILLARS

#	PILLAR	NOTES
1	Access explores the importance of a welcoming environment and the habits that create it	This is about our members experience when they are at Brothers FC. It's more than physical, it's about the feel, the environment, the culture that is provided and what is often referred to the holistic spirit of the club. Brothers FC have made the first step in providing wheelchair accessibility with a ramp up into the club front door, but if the rest of the facility and the welcoming attitude is not apparent then this work is fruitless. If on the playing field, the coach says they're not willing to coach that person then the ramp is really irrelevant. The club is to explore what access really means in the physical and non-physical environment.
2	Attitude looks at how willing people are to embrace inclusion and diversity and to take meaningful action	How willing is the club and the members to actually make it happen? Closing the gap between simply wanting to be inclusive and actually doing something about it is important. Attitude isn't about just being positive, it's about having a willingness to take real action
3	Choice is all about finding out what options people want and how they want to get involved	This is about identifying what a participant can do. If you offer lot of options to take advantage of then you are likely to get more diverse people involved in your activities.
4	Partnerships looks at how individual and organisational relationships are formed and how effective they are	A partnership could be as easy as an introduction, conversation and a handshake (It can be really informal), but it's about connecting people. It could be more formal with agreements, contracts and MOUs, but partnerships are what binds us and joins our community.
5	Communication examines the way we let people know about the options to get involved and about the culture	Who are we needing to tell and how are we telling them is key to our communication strategy. Reviewing this on a regular basis, making sure our communication suits the needs of membership is vital.
6	Policy considers how an organisation commits to and takes responsibility for inclusion	Policy is about our members, committee, stakeholders and all involved being held to account for our path to inclusion. It's about what we mean by saying Inclusion is important and importantly about how we're going to address and deliver inclusion in the club.
7	Opportunity explores what options are available for people from disadvantaged backgrounds	This explores the habits that dictate the opportunities available at the club. New people may have chosen to join the club because it's the most convenient for their situation, the program and individuals at the club are welcoming but the opportunity is lost because the facilities don't provide for the inclusion of that individual. That individual will need to look for another opportunity elsewhere.