

# Rainbow Roos Equality, Diversity & Inclusion Policy

**Effective Date:** 15<sup>th</sup> May 2025

**Next Review:** 14th May 2026

**Reviewed by:** Brad Ambridge – Founder & Head Coach

**Contact:** [brad@rainbowroos.com.au](mailto:brad@rainbowroos.com.au)

## 1. Our Commitment

At Rainbow Roos, **equality and inclusion is our number one focus and the reason we exist.**

We are deeply committed to creating a safe, welcoming, and empowering environment for every child, family, and community member—regardless of background, ability, or life circumstance.

This policy outlines our promise to uphold **legal obligations**, foster **community trust**, and live by our **core values** of diversity, accessibility, and fun.

## 2. Who This Policy Covers

This policy applies to everyone involved with Rainbow Roos, including:

- Children and their families
- Coaches, assistants, and volunteers
- Schools and external partners
- Community groups
- Sponsors and supporters

## 3. Protected Characteristics

Rainbow Roos does not tolerate discrimination of any kind.

We actively promote equality across all **legally protected characteristics** under Australian law:

- Age
- Disability
- Gender identity
- Marital or relationship status
- Pregnancy and parental status
- Race, ethnicity, cultural background
- Religion or belief
- Sex
- Sexual orientation
- Intersex status

We also recognise and support individuals with:

- Neurodivergence (e.g. autism, ADHD)
- Mental health conditions
- Socioeconomic disadvantage
- Refugee or asylum-seeker status
- Carer responsibilities

#### **4. What Inclusion Looks Like at Rainbow Roos**

We take pride in our inclusive practices, which are built into everything we do:

- Sensory-friendly soccer equipment and environments
- Flexible coaching tailored to individual needs and learning styles
- Use of visual aids and simplified instructions
- Accessible venues with mixed-age and all-ability groups
- Multilingual communication when needed
- Use of inclusive, respectful language
- Subsidised sessions to support low-income families
- No discrimination, no pressure, no exclusions—just fun, confidence, and smiles!

## 5. NDIS & Additional Needs

Rainbow Roos proudly works with **NDIS participants** and children with **additional needs**.

We design individualised sessions to improve:

- Confidence
- Social interaction
- Coordination
- Muscle tone
- Emotional well-being

No child is ever left behind.

## 6. Our Coaching & Hiring Approach

We believe a **diverse team makes a better team**.

We are committed to:

- Equal opportunities in hiring and training
- Ongoing diversity and inclusion training for staff
- Celebrating difference in culture, background, and experience

## 7. Speaking Up

If you ever experience or witness discrimination, unfair treatment, or anything that makes you feel uncomfortable, **we want to know**.

Please contact:

**Brad Ambridge**

Email: [brad@rainbowroos.com.au](mailto:brad@rainbowroos.com.au)

We will treat all concerns seriously, confidentially, and with compassion.

## 8. Policy Review

This policy is reviewed **annually** to ensure it remains current, effective, and aligned with both community needs and legal standards.