

Inclusion, Diversity and Equity Statement 2023

Introduction

Harlequins are committed to ensuring that the Club is an inclusive and welcoming environment for everyone who connects with us and that we create a sense of belonging for all. Whether you are a fan, an employee, a supplier, an attendee at one of our camps or festivals or someone who works with our Foundation, we want Quins to feel like a place where everyone feels welcome and able to be themselves.

This belief is underpinned by our Club vision and mission and our values of TRUE which place huge importance on the value of relationships, which underpins inclusivity.

Rather than make assumptions, we always try to listen, be thoughtful and treat each other with kindness and respect.

In order to ensure that the Club feels inclusive and equitable for all, we work tirelessly to educate, monitor and celebrate diversity both on the pitch with our Pride LGBTQ+ and Black History Month games, our Access Day and our Women's 'Game Changer' fixture and off the field with the work our incredible Foundation do right here in the Clubs heartlands or the work we do with employees to educate and inspire them through education sessions with Level Playing Field and our Women's Future Leaders Programme 'Aspire'.

But we know there is always more we can do and we will continue to push ourselves to be better.

Supporting and including everyone

We know that the journey is ongoing, and so we continually seek feedback from others as to whether they feel the Club is inclusive and what they think we could do differently or better. If there is something we could do better or need to change – we want to know!

Internally we do this by asking for employee feedback on diversity and inclusion through our annual employee and player engagement surveys among other touchpoints with staff and players.

With fans and those who interact with us via our Community or Foundation teams, we will continuously seek feedback on how we are doing and retain a forum (via My Voice) for any concerns or issues to be raised confidentially for the Club to investigate. In addition, we continue to work closely with our Supporters Associations; Quinssa and Quins Pride to ensure we are listening to our supporters and are continually evolving as a Club to be able to provide a truly welcoming environment.

Taking Action

Harlequins complies with the Equality Act 2010, and we understand our duties under it. As a Club we take our responsibility to eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act very seriously. We ensure any reported incidents are investigated thoroughly, with appropriate action being taken in line with our internal policies and procedures whether this is raised by or relates to an employee, board member, fan, supplier or anyone else.



In addition, internally, we ensure there is no discrimination in our recruitment, selection, promotion, development, discipline and dismissal processes, nor when considering pay and benefits, terms & conditions and/or flexible working arrangements.

We do this to ensure that Quins is somewhere everyone can thrive and feel that they can work, play and enjoy the Club free from fear of harassment, prejudice or discrimination.

We look forward to welcoming you to the Club soon.

COYQ!

