

# Gender Inclusion Statement

Queensland Rugby Union Ltd is committed to creating lifelong connections to Rugby for everyone in Queensland Rugby. To achieve this, all participants, regardless of their gender, will have access to equal voice, resources, and opportunities, and are treated with dignity, respect, and fairness.

This Statement establishes the expectation that gender inclusion is considered and prioritised in all current and future Queensland Rugby Union planning, policy, service delivery and practice.

It aligns with Rugby Australia's [Inclusion Policy](#), and is supported by following policies:

- [Code of Conduct](#)
- [Member Protection Policy](#)
- [Disciplinary Rules](#)



# Gender Inclusion Statement

## Priority actions

Queensland Rugby Union will work towards gender inclusion by doing the following:

### Rights

- Implementing mandatory inclusion training for all affiliated committee executives through the Inclusive Clubs QLD program.
- Empowering women to be high quality leaders, active promoters, and standard setters for the reputation of their game through regular local Female Leadership workshops.

### Respect

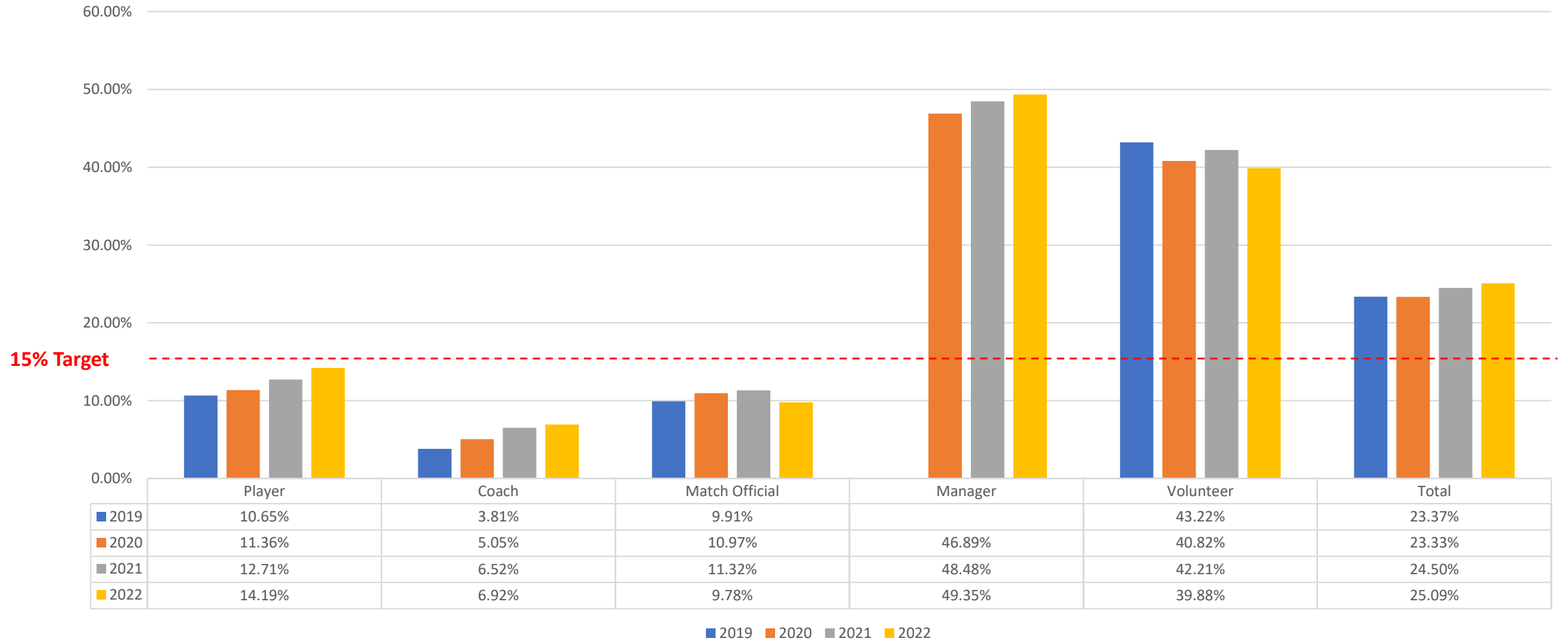
- Increasing the focus and investment in female participation in all roles to create a more equitable voice in determining policies and frameworks
- Ensuring a safe and welcoming place for girls and women of all ages, abilities, cultural, ethnic or religious backgrounds or socio-economic status.

### Responsibility

- Promoting the community-wide responsibility of all Rugby participants to uphold the values and policies of Queensland Rugby as they apply to gender and inclusion.
- Enforcing the fair and timely resolution of disputes at all levels that may discriminate or disadvantage the inclusion of women in Rugby in Queensland.



# Female Participation as a Percentage



# Statement Endorsement

**BOND UNIVERSITY RUGBY CLUB**

**BROTHERS RUGBY CLUB**

**CENTRAL HIGHLANDS RUGBY UNION INC.**

**DOWNS RUGBY LTD.**

**EASTS RUGBY UNION INC.**

**FNQ RUGBY INC.**

**GPS OLD BOYS RUGBY UNION CLUB INC.**

**GOLD COAST & DISTRICT RUGBY UNION LTD.**

**MACKAY RUGBY UNION INC.**

**MOUNT ISA RUGBY UNION CLUB INC.**

**NORTH BRISBANE RUGBY UNION CLUB INC.**

**QUEENSLAND COUNTRY RUGBY UNION INC.**

**QUEENSLAND RUGBY REFEREES ASSOCIATION INC.**

**QUEENSLAND SUBURBAN RUGBY UNION INC.**

**RUGBY BUNDABERG INC.**

**RUGBY CAPRICORNIA LTD**

**SOUTH RUGBY UNION CLUB INC.**

**SUNNYBANK SENIOR RUGBY CLUB INC.**

**SUNSHINE COAST RUGBY UNION LTD.**

**TOWNSVILLE & DISTRICT RUGBY UNION INC.**

**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB INC.**

**WESTERN QUEENSLAND RUGBY UNION ASSOC. INC.**

**WESTS BULLDOGS RUGBY CLUB INC.**



# Mandatory Training

BOND UNIVERSITY RUGBY CLUB – 40%

BROTHERS RUGBY CLUB – 89%

CENTRAL HIGHLANDS RUGBY UNION INC. – 60%

DOWNS RUGBY LTD. - 89%

EASTS RUGBY UNION INC. – 100%

FNQ RUGBY INC. – 75%

GPS OLD BOYS RUGBY UNION CLUB INC. – 100%

GOLD COAST & DISTRICT RUGBY UNION LTD. – 100%

MACKAY RUGBY UNION INC. – 75%

MOUNT ISA RUGBY UNION CLUB INC.

NORTH BRISBANE RUGBY UNION CLUB INC. – 100%

QUEENSLAND COUNTRY RUGBY UNION INC. - 100%

QUEENSLAND RUGBY REFEREES ASSOCIATION INC. – 100%

QUEENSLAND SUBURBAN RUGBY UNION INC.

RUGBY BUNDABERG INC. – 67%

RUGBY CAPRICORNIA LTD - 60%

SOUTH RUGBY UNION CLUB INC. – 100%

SUNNYBANK SENIOR RUGBY CLUB INC. – 64%

SUNSHINE COAST RUGBY UNION LTD. – 100%

TOWNSVILLE & DISTRICT RUGBY UNION INC. – 44%

UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB INC. – 64%

WESTERN QUEENSLAND RUGBY UNION ASSOC. INC.

WESTS BULLDOGS RUGBY CLUB INC. – 100%



# Action Statements

## Bond University Rugby Club



- Field women's teams in all available elite level Senior competitions in Australia
- A goal to have a 50-50 ratio of male and female Advisory Committee members by 2024.
- Change rooms, showers and toilet facilities were recently upgraded to cater for the growth of our women's sports programs including the Bond University Rugby Club.

## Brothers Rugby Club



### 2022 Girls Super 7s Series

- a sequence of three 7s tournaments targeted at beginner to intermediate girls 7s players. The vision for the competition is to provide a safe and inclusive environment for girls to learn, play and improve their game.
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### 2023 Girl's & Women's Development Programs

- Aligned under Brother's Elite Development Program, the Girls Development Program will take athletes from U16s and older and develop them into critical rugby playing roles over a year.

### Facilities

- In light of the Club's facility falling within the Breakfast Creek Olympics precinct, we are currently evaluating what opportunities exist to put in place female friendly facilities, including female-only change rooms. We will be using the remainder of 2022 to identify what temporary measures can be implemented to address the needs of women and girls in the Club within the short term.



# Action Statements

## Downs Rugby Ltd.

### Inclusive Clubs Training

- Mandatory training for all DDRU Staff and club presidents

### Female Training & Accreditation

- Coaches, Match Officials, Administrators

### Women's Playing Group Committee

- Full participation mapping
- Increase player numbers by 3% p.a.

### Activate Women's Leadership working committee

- Develop plan for the Women's in Downs Rugby Carnivale
- Develop marketing campaign that highlights our female stories

### Facilities audit across the Downs



## EASTS RUGBY UNION INC.

- Mandatory Inclusion Training for all Board/Management Committee Members
- Provision of an annual Leadership Workshop for female participants
- Commitment to install a temporary inclusive changeroom in anticipation of future facility development.
- Investment in coach education pathways for our Girls 7's and Women's XV's staff.
- Focused recruitment of female club members to coach and manager positions and tailored education programs to encourage more female volunteers.
- Girls' rugby pilot program in Under 6 age group
- Identify candidates to progress into executive roles to strive for gender balance on the rugby board.



# Action Statements

## QUEENSLAND COUNTRY RUGBY UNION INC.

Expanded female playing pathways

- Under 14 and 16 Female XVs Country teams
- Under 14 and 16 Female XVs Country competitions

Female specific coaching and match officiating courses

- QCRU Orchids Level 1 Coaching Program
- QCRU Junior Referee Ready Program



## Queensland Rugby Referees Association Inc.

- Focus on the recruitment of female referees
- Conduct female specific match official courses
- Support and encourage participation in female specific leadership incentives provided by the various rugby governing bodies





# Action Statements

## RUGBY CAPRICORNIA LTD



Promote gender diversity

- Local Female Leadership Workshop

Program delivery to be gender inclusive, and gender specific where desirable to promote participation, education and leadership

- Female specific courses

Ensure services and facilities available are appropriate to gender diversity in the playing group, coaches, match officials and supporters

- Regional Facility Audit and Action Plan

Promoted media to demonstrate gender diversity across rugby

- Specific female program and audience posts

## South Rugby Union Club Inc.



- Facilitate with Queensland Rugby Union a Leadership workshop for female participants
- Continue our Female facilities Club extension
- Continue our commitment to increasing girls and women participating in rugby



# Action Statements

## SUNNYBANK SENIOR RUGBY CLUB INC.



Sunnybank Rugby Union aims to increase female involvement of all ages in the game of rugby union, be it as players, coaches or officials.

- Girls' rugby give it a try
- Female only coaching course offerings
- Female only refereeing course offerings

Facility upgrades for inclusive access

- Master plan with gender inclusive change rooms
- Short term amendments to reach gender inclusive standards

Annual female leadership workshop for Sunnybank Rugby Union female participants.

## Wests Bulldogs Rugby Club Inc.



- Mandatory Inclusion Training for all Board/Management Committee Members
- Provision of an annual Leadership Workshop for female participants
- Planning for an additional inclusive changeroom block & female academy classroom space
- Provision to run female specific match official and coaching courses.
- Continuing growing our junior girls' program with introduction of an U6-U9's program & development of a sustainable 2nd grade women's team.
- Identify candidates to progress into executive roles to strive for gender balance on the rugby board.



# Action Statements

## TOWNSVILLE & DISTRICT RUGBY UNION INC.



We are committed to supporting the development and leadership of all interested members within the Local Rugby community.

- Provision of an annual Leadership Workshop for female participants
- Female specific match official and coaching courses.

### Facilities

- We have renovated our premises to accommodate individual change/shower facilities and will continue to monitor the requirements aiming to provide the best practice environment for all.

## GPS Old Boys Rugby Union Club Inc.



### Facilities

- Open new Change rooms, showers, gym and toilet facilities as part of our redevelopment in February 2023 specifically to cater for the growth of our women's sports programs.

### Participation

- Continuing growing our junior girls' program with a sevens program
- 2nd grade women's team and competition

### Governance

- Increased female participation on our Committee for 2023 and beyond.
- Mandatory Inclusion Training for all Committee Members



# Action Statements

## GOLD COAST & DISTRICT RUGBY UNION LTD.



Female XVs Competition Planning.

Maintain club facility audits to target gender access.

Implement girl's development days to introduce more girls to the game of rugby

50/50 Ratio of GCDRU Board members by 2024.

Offer Female only coach and match official courses and development

Female competition in annual Primary and Secondary Schools Emerging Competitions.

## Central Highlands Rugby Union Inc.



Facilities

- Planning is progressing for facility improvements that address inclusivity

Annual local female leadership workshop

Participation

- Focus is on female participation is in the juniors

Governance Review

- Organisational and strategic alignment of senior men, match officials, senior women and juniors



# Action Statements

## SUNSHINE COAST RUGBY UNION LTD.



Mandatory training for all Board / Management Committee Members

- Inclusive Clubs
- PBTR Mini-course: It'll be a team effort - Building gender equality in sport
- Staff Integrity Level 1
- Staff integrity Level 2

Gender Inclusive consultation with Club Presidents.

2023 Women's Senior Competition Committee Implementation

- Full participation mapping - youth girls to women. All formats (7s&XV's, club and all rep opportunities).
- Advocate for leadership opportunities and incentives.
- Access to free training for female coaches and match officials.

## North Brisbane Rugby Union Club Inc.



Mandatory Inclusion Training for all Board/Management Committee Members.

Planning for additional inclusive changeroom facilities.

Supporting the Brisbane Hustlers and their efforts to include a female team into their program.

Supporting the Norths Junior Rugby Club in growing their junior girls' program.

Identify candidates to progress into executive roles to strive for a gender balance which is representative of the Norths membership base.



# Action Statements

## UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB INC.



- The appointment of a Women's Club Captain for the first time
- The addition of our women's team to be outfitted in our Indigenous jersey for the first time
- Provision to run female specific match official and coaching courses.
- The introduction of a women's rugby sub-committee to assist in the development of women's and girls' rugby at the Club
- The possible introduction of a girls Junior Heavies team at U13 and possibly U15 levels
- Identify candidates to progress into board positions to strive for better gender balance

## FNQ RUGBY INC.



- Mandatory Inclusive clubs training for all board/management committee members
  - Mandatory for all sitting executive FNQ positions
  - Mandatory for all club presidents who fall under FNQ Rugby Inc. governance
- Increased Female Leadership training/workshops
  - Annual Female leadership workshops
- Continued commitment to increasing girls and women in Rugby Union
  - Increased opportunities for girls to play Rugby Union at local and state level
  - Increasing coaching capabilities for junior girl's teams to facilitate this at local and representative levels through continued coaching courses targeted at female coaches

