

Castle Donington RUFC Mini and Juniors

Equality Policy.

Rugby Union is a diverse sport, that brings together communities, for this reason Castle Donington RUFC promotes equal opportunities to ensure that all persons involved are able to enjoy an environment that respects their rights, dignity and individual worth.

Every person that is involved within the RFU (including but not limited to) club members, players, coaches, volunteers, officials, parents, visitors and spectators; must agree to abide by and uphold the clubs equality policy.

- Ensure fair treatment to all, regardless of their age, gender, sexuality, race, ethnicity, religious belief, or social/ economic status.
- All persons are able to participate to the full extent of their own ambitions and abilities.
- Equality must be exercised across all aspects of the clubs operations, including equality of access, recognising inequalities and addressing these inequalities.
- Creating an environment for every person to enjoy rugby without the threat of intimidation, harassment or abuse.

Castle Donington aims to prevent and tackle any discrimination or unfair treatment, whether intentional or unintentional against its members, volunteers and participants in line with the Equality Act 2010.

If you believe you may have suffered unequal treatment by persons within the club, you are encouraged to talk to your player representative, Age grade manager, Safeguarding officer or Chair. Allegations will be fully investigated and appropriate actions taken in line with section procedures.

Castle Donington acknowledges all relevant legislation under the Equality Act of 2010

Exemption

Through RFU guidelines, Castle Donington RUFC reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure safe and equal competition.

Discrimination and discriminatory behaviours:

Direct discrimination

Direct discrimination is less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

[A person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term effect on their ability to carry out normal day-to-day activities].

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.