



## Kingswood Rugby Football Club (est. 1954)

President: Rich Caines

Chairman: Ian Starr

Hon Secretary: Nick Hackett

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### Equality, Diversity and Inclusion Policy – Season 2023-2024

1. We at Kingswood Rugby Football Club are wholly committed to providing equality of opportunity, valuing diversity in all its forms, and promoting a culture of inclusion throughout the Club and all of the Kingswood Rugby Football Club companies. We work hard to foster an environment which values people from all walks of life on an equal basis and which allows people to be free to be themselves.
2. We do not discriminate against anybody on any grounds whatsoever, and in particular we do not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy, maternity, race, religion and beliefs, sex (gender) and sexual orientation.
3. Wherever we see discrimination, in whatever form that may take, we are committed to challenging it and in this respect we will support everyone involved with Kingswood Rugby Football Club in demonstrating and implementing our commitment to equality, diversity and inclusion.
4. Our commitment to equality, diversity and inclusion extends to recruitment, selection policy, our training procedures, discipline, remuneration of staff, and all of the features of a rugby club and of rugby-related companies.
5. We view people and respond to them by virtue of their own individual circumstances, their aptitude, their ability, their merit as appropriate.
6. We have a zero tolerance policy in relation to individuals who breach our firm commitment to equality, diversity and inclusion which we will enforce, wherever necessary, unconditionally.
7. We encourage representatives from all sections of society and from all walks of life to be involved at all levels of Kingswood Rugby Football Club, and within the workplace at Kingswood Rugby Football Club.
8. We recognise and encourage individual differences and also the contributions which may be made by all individuals, whose input will be valued equally, and with dignity and respect.
9. We have appointed an equality, diversity and inclusion representative, Ian Starr [chair@kingswoodrfc.co.uk](mailto:chair@kingswoodrfc.co.uk) who monitors our equality, diversity and inclusion policy and who is open to receive from anybody any examples of where our policy has for some reason been breached or may be improved.
10. We strive to do better at all times and we welcome this opportunity to state publicly our wholehearted commitment to equality, diversity and inclusion.

#### Useful links

<https://www.englandrugby.com/dxdam/eb/ebc19149-9962-4df3-864f-0b5b83759268/RFU-Diversity-Equality-and-Inclusion-Policy.pdf>  
<https://www.englandrugby.com/governance/diversity-and-inclusion>  
<https://www.englandrugby.com/governance/diversity-and-inclusion/resources>