



BECKENHAM RFC EQUALITY POLICY

This equality policy is an explicit statement of intent. By celebrating difference and respecting the unique needs, perspectives and potential of all members, our club will be a safe space for the entire community: a cultural fortress. If we sustain this, we will always be greater than the sum of our parts. As a result, we will earn deeper trust and more commitment from our members.

We commend this policy to the Blue and Gold Family.

**BRFC Management Committee
8 March 2021**

The purpose of this policy is to ensure that everyone is treated fairly and with respect, and that our club is equally accessible to all.

- Beckenham RFC will ensure it treats people fairly and with respect.
- Beckenham RFC will provide access and opportunities for all members of the community to take part in and enjoy rugby activities.
- Beckenham RFC in all its activities respects the rights, dignity and worth of every person, and will not discriminate or in any way treat anyone less favourably on grounds of age, gender, gender identity, sexual orientation, marital status, race, nationality, ethnic origin, religion or belief, ability or disability, or socio-economic status.
- Beckenham RFC is committed to everyone having the right to enjoy their rugby in an environment free from threat of discrimination, intimidation, harassment or abuse and will not tolerate this behaviour. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.
- All club members have a responsibility to treat people fairly, promote equality of opportunity and guard against discriminatory behaviour. Beckenham RFC actively encourages all club members to call out discriminatory behaviour or escalate to a member of the management committee as appropriate.
- Beckenham RFC commits to deal with any incidence of discriminatory behaviour seriously and with appropriate action, in whatever context it occurs.
- Beckenham RFC pledges to take positive action where inequalities exist, in order to promote equality in rugby for all club members.

One Club, Our Club