

Cleobury Mortimer Rugby Football Club Diversity, Equality and Inclusion Policy

As a National Governing Body, the RFU Diversity Equality and Inclusion Statement declares it 'is responsible for ensuring that all those who wish to participate in rugby union in England are treated fairly. All participants should be given equal opportunity irrespective of age, ethnicity, disability, sex, gender reassignment, religion or belief, sexual orientation, marriage & civil partnership or pregnancy, maternity and paternity.
(<https://www.englandrugby.com/dxdam/eb/ebc19149-9962-4df3-864f-0b5b83759268/RFU-Diversity-Equality-and-Inclusion-Policy.pdf>)

Our Cleobury Mortimer Rugby Football Club (CMRFC) policy reflects and supports this fully and is committed to fostering a culture of diversity and inclusion, both recognising, and celebrating the unique perspectives and talents of all individuals within our rugby community.

1. Equal Opportunities

We embrace diversity and provide equal opportunities for all members, irrespective of race, ethnicity, gender, sexual orientation, age, disability, religion, or socioeconomic status. We endeavour to foster an environment which values people from all our communities on an equal basis allowing them to be free to be themselves.

2. Inclusive and Non-Discriminatory Environment

CMRFC Rugby Club strives to create an inclusive environment where everyone feels valued and respected. Discrimination or harassment of any kind will not be tolerated. We do not discriminate against anybody on the grounds of age, disability, race, religion and beliefs, gender or gender reassignment, marriage and civil partnership, pregnancy, maternity, or sexual orientation.

3. Accessibility

We are dedicated to making our facilities, events, and communications accessible to all members, ensuring that no one faces unnecessary barriers to participation.

4. Education and Training

Through our coaching and within our Club environment we create we will promote awareness, understanding, and appreciation of diversity. This includes challenging inappropriate behaviour and promoting a positive environment.

5. Representation

CMRFC Rugby Club is committed to promoting diversity in leadership roles and decision-making processes. We actively seek diverse representation within our coaching staff, board members, and administrative roles.

6. Reporting Mechanism

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 CMRFC in demonstrating and implementing our commitment to equality, diversity and inclusion. Any breach of this policy should be referred in writing to any one of the committee members who must bring it to the attention of the Club Chair or Secretary. Reports will be thoroughly investigated, and appropriate actions will be taken to ensure a safe and inclusive environment.

7. Community Engagement

We will actively engage with the broader community to promote diversity and inclusion. This includes partnerships, outreach programs, and initiatives that contribute positively to the community at large.

8. Celebrate Differences

CMRFC Rugby Club recognizes that our diversity is a source of strength. We celebrate the unique talents, backgrounds, and perspectives that each member brings to our rugby family.

Confidentiality

This policy reflects our commitment to creating an environment where everyone can thrive, both on and off the rugby field. We invite all members to join us in championing diversity and inclusion within our club. All reports will be treated in the strictest confidentiality.

Date: 7/2/24

Signed by: .

On behalf of Cleobury Mortimer Rugby Club Committee.

Written by:

M. Holbourn in January 2024