



H&WRFC Junior Section Equity Policy

Throughout this document, the term “Juniors” refers to all children below the age of 18, including the Minis Section.

H&WRFC Junior Section has a moral and legal obligation to ensure that, when given responsibility for young people, coaches and volunteers shall provide them with the highest standard of care.

Through the implementation of a policy for equity in rugby, and the support of its players, representatives and volunteers, H&WRFC in accordance with a growing number of governing bodies, will maintain the professionalism and safeguards of good practice, which are associated with the game.

The policy outlines the following key areas

H&WRFC recognises the responsibility of all those involved in rugby union (professional and volunteers) to safeguard and promote the interests and well-being of the children and players with whom they are working. It provides a framework on recruitment, selection, suitability and development of individuals working with young people. It emphasises the value of working closely in partnership with other coaches, parents, professionals and volunteers to protect children and players from harm and discrimination.

It acknowledges that abuse does take place in sport and that raising awareness and understanding of the main forms of abuse, establishing communication and reporting procedures if abuse is suspected will further safeguard the players, coaches and all others working within the game.

The full policy and all procedures are based upon the guidelines and instructions issued by the RFU/RFUW, appear on the englandrugby.com website and copies are available from the Community Rugby Department, Rugby Football Union, Twickenham, TW1 1DS

Statement of Intent

The RFU/RFUW has clearly stated the importance of affording equality, equal opportunity and fair treatment to all RFU/RFUW members. The Junior Section of H&WRFC in turn adhere to the Equity Policy issued by the RFU/RFUW.

The Junior Section H&WRFC aims to ensure that all members of the section, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in rugby. This aim covers all young persons, coaches, administration staff, match officials and spectators.

It is the aim of the Junior Section H&WRFC not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

Junior Chair: Mark Greenlees

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Club Safeguarding Officers: Amina Bevacqua & Ben Harmon

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Advice and training will be sought from the appropriate RFU departments for all members of the Junior Section H&WRFC.

Direct Discrimination

Direct discrimination is defined as treating a person less favourably than others are, or would be treated in the same or similar circumstances.

Indirect Discrimination

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

Objectives

The objectives of the Junior Section H&WRFC Equity Policy are:

- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach to include communities who are experiencing disadvantage, poverty or health inadequacies.
- To ensure that no coach or member of the Junior Section H&WRFC receives less favourable treatment on the grounds outlined in this policy statement.
- To obtain from the RFU clear guidance for any member of the Junior Section H&WRFC on any Equity matters.
- To ensure that all members of the Junior Section H&WRFC at all levels and roles receive fair and equitable treatment.
- To ensure that the format of any competitions or assessments organised by the Junior Section H&WRFC provide equity for all, except where specific situations and conditions properly or reasonably prevent this.

Implementation

The Junior Section H&WRFC will seek to promote equity and equality through:

- Monitor all practices, procedures and data relating to the operation of the Junior Section H&WRFC. This will also include any recruitment drives.
- Conduct regular reviews of all existing rules and regulations to ensure that it does not prohibit people from groups who may suffer discrimination from joining the Junior Section H&WRFC.
- Develop collaboration with other external organisations to ensure equity, fair and consistent treatment of all Junior Section members.
- Identify and provide appropriate training for all to raise the awareness of both collective and individual responsibilities.

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The Junior Section H&WRFC will, in pursuance of this policy, adopt any special measures or positive actions implemented by the RFU/RFUW in favour of any group who is under represented within its membership.

The Junior Section H&WRFC will recognise the legal obligations which are set out in the RFU/RFUW Equity Policy. These legal obligations are based on the following acts of Parliament:

- Race Relations Act 1976 (amendment 2000)
- Equal Pay Act 1970
- Disability Discrimination Act 1975
- Sex Discrimination Acts 1975, 1986 & 1999
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998

Monitoring

The Equity and Ethics Manager of the RFU is responsible for providing the RFU with data for monitoring the effectiveness of the RFU Equity Policy. The Equity & Ethics Manager is also tasked with providing clubs with appropriate information concerning the RFU Equity Policy.

The RFU/RFUW will work with key equity partners and accountable officers within these organisations to ensure that all programmes and initiatives are inclusive.

The Junior Section H&WRFC will, when requested, provide the Equity & Ethics Manager any information to assist the appointee in fulfilling this objective.

Exemptions

The Junior Section H&WRFC will seek advice from the RFU Equity & Ethics Manager where appropriate to ensure that the correct procedures are implemented when it is necessary to limit competitions organised by the Junior Section H&WRFC to persons of a specific age, gender or disability group to ensure equitable, safe and equal competition.

Responsibility

The Junior Section H&WRFC expects all of its members to adhere to this policy.

In pursuance of this policy and compliance of the RFU guidelines the Junior Section H&WRFC reserves the right to instigate disciplinary action against any member who practices any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.