



## **Policy on Diversity**

Deal, Betteshanger & Walmer Rugby Sports & Social Club (hereafter the Club) is committed to diversity in all areas of activity. By signing up as a member of the Club, as a player, both junior and senior, a volunteer, an employee or for purely social activities, you are agreeing to abide by the policy set out by the Board, which is as follows:

1. Everyone who elects to join the Club is different and has something unique to offer. When playing away, or acting as hosts to visiting clubs, both on the field as well as in the clubhouse(s), it is essential to understand these variances. Diversity is about understanding, recognising, respecting and valuing differences.

2. The commitment is relevant to all we do, how we manage ourselves and how we deliver our aims both sporting and social. The Club commits to promoting equality and diversity across all areas. By signing you agree to the following as a Club member.

- I aim to be a fair, unbiased and professional in all activities.
- I am committed to and will actively promote equality and diversity.
- At all times, as an individual member, I am accountable for my own performance.
- I accept that we are one organisation, no matter where I am or what I am engaged in.

The Club will not tolerate discrimination because of a protected characteristic. Age, Race, Disability, Sexual Orientation, religion or Belief. The Board takes responsibility for the development of equality and diversity, aims to lead by example and ensure that progress is reviewed and further actions instigated as necessary.

Signed on this day of ...../...../20....

Name and DOB (print)..... /...../.....

Member..... Parent or Guardian.....