



SARACENS AMATEUR  
RUGBY FOOTBALL CLUB

EQUITY POLICY

Updated: April 2009

## INTRODUCTION

The RFU is committed to promoting the principles of sports equity amongst all affiliated clubs and schools:

"All participants in the sport of rugby football will be given equal opportunity irrespective of their age, creed, colour, disability, ethnic origin, marital status, race, religious persuasion, or sexual orientation. The RFU fully supports this principle and is committed to satisfying these principles in all its activities and publication material."

Sports equity is defined as:

"Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to redress them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society."

Closely linked to sports equity is the principle of fair play, defined as:

"Fair play is much more than playing within the rules. It incorporates the concepts of friendship, respecting others and always playing within the right spirit. Fair play is defined as a way of thinking, not just a way of behaving. It incorporates issues concerned with the elimination of cheating, gamesmanship, doping, violence, exploitation, unequal opportunities, excessive commercialisation and corruption." (European code of sports ethics, 1992)

The Rules of Saracens Amateur RFC ("Saracens" or "the Club") state:

"The objects of the Club shall be:

- To promote, encourage and foster the Game for the benefit of the Members including (but not limited to) the coaching thereof at all levels.
- To promote, encourage and foster the Game at all levels in the area of the Ground and the surrounding areas.
- To ensure that the Game is played in accordance with the Laws of the Game and is administered in

accordance with the IRFB Regulations and the Rules of the Union.

- To undertake such matches and fixtures and other activities as the Committee may decide.
- To maintain and develop the Ground at Bramley Road Sports Ground, Bramley Road, Southgate, London N14 4AB or such other location as the Committee may from time to time determine as the headquarters of the Club and as a venue for playing the game and conducting the other activities of the Club so as to provide the best possible facilities for Members and those visiting the Ground.
- To strengthen the bonds between the Club and the local community in the areas surrounding the Club.”

The Club fully accepts that these objects shall be carried out without discrimination on the grounds of a person’s age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation and, accordingly, Saracens has developed the following Equity Policy

### POLICY STATEMENT

Saracens recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential members (and employees).

The Club aims to ensure that all people 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 Union at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, referee, manager, administrator or spectator.

It is the aim of the Club in its relationships with its members, and / or employees and in the provision and development of its facilities and services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in Disciplinary Action being taken.

Advice and training will be given to all those working for or on behalf of

the Club where the Committee believe it to be appropriate or necessary.

**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** 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

Saracens Equity policy has the following objectives:

- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups.
- To ensure that no-one becoming a member of or wishing to be a member of or working for or on behalf of the Club receives less favourable treatment on the grounds outlined in the Policy Statement above.
- To give clear guidance to individuals working within Saracens, either employed or as volunteers, on the commitment to equal opportunities.
- To ensure that all those who participate in the Club's activities, at all levels and in all roles, receive fair and equitable treatment.
- To ensure that the format and content of all of the Club's activities provide equity for all, except where specific situations and conditions properly or reasonably prevent this.
- To ensure that all materials prepared, produced and distributed by or on behalf of the Club promote a clear image of the profile of all those who are a part of the game.

### IMPLEMENTATION

Saracens will seek to promote equity and equality through:

- The monitoring of practices, procedures and data relating to the

operations of competitions, schemes, initiatives and development materials.

- A regular review of existing rules and regulations to ensure that they do not inhibit the participation of people from groups which may suffer discrimination.
- Increasing collaboration with partner organisations to ensure equity, fair and consistent treatment of all members.
- The provision of appropriate training for all members of the Committee and other key volunteers of the Club to raise awareness of both collective and individual responsibilities, to support their progress within the Club and, where appropriate, provide specialised facilities, equipment and individual training.

In pursuance of this policy Saracens may take special measures or positive action in favour of any group which is currently underrepresented in its membership, or its workforce. In this the Club recognises its legal obligations under the following Acts of Parliament:

- Race Relations Act 1976 (amendment 2000)
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986, 1999
- Disability Discrimination Act 1995
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998.

### MONITORING

The Committee of the Club will be responsible for monitoring the effectiveness of this policy and for providing information to members about the policy and its implementation and impact.

The Committee will continuously monitor and review the selection criteria and procedures in relation to participation (and employment) to ensure individuals are selected, promoted and treated solely on the basis of the skills and abilities which are appropriate to the position.

Saracens will work with key equity partners and the officers or employees of the RFU / RFUW and its constituent bodies to ensure that all

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programmes and initiatives are inclusive.

### EXEMPTIONS

The Club, in common with the RFU/ RFUW, reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

### RESPONSIBILITY

Saracens expects all those being a member of or acting on behalf of the Club to adhere to this policy.

In pursuance of this policy the Club reserves the right to discipline any of its members or employees who practice 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.