

Bracknell Rugby Football Club

EQUALITY POLICY



Statement

Bracknell Rugby Football Club (Bracknell RFC) recognises the importance of affording equity, equal opportunity and fair treatment to all present within the club; employees, players, volunteers, parents/guardians and children.

Bracknell RFC is committed to ensuring that equity is incorporated across all aspects of the club's development. In doing so it acknowledges and adopts the following Sport England definition of sport equity:

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

Bracknell RFC respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, political or social/economic status - giving everyone a genuine and equal opportunity to participate in Rugby Union at all levels and in all roles. That is beginner, participant, or performer, coach, official, manager, administrator or spectator.

We are committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse. All Bracknell RFC members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

We will deal with any incidence of discriminatory behaviour seriously, according to the club's disciplinary procedures.

Objectives

The Bracknell RFC Equity Policy has the following objectives:

- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities.
- To ensure that no-one working or wishing to work 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 the Club, either employed or as volunteers, on the commitment to equal opportunities.
- To ensure that all those who participate in Rugby Union, at all levels and in all roles, receive fair and equitable treatment.
- To ensure that the format and content of all competitions, regulations and assessments 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

Bracknell RFC will seek to promote equity and equality through:

- The monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives and developmental material.
- 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 members of the Executive Committee, the Safeguarding Officer and key volunteers to raise awareness of both collective and individual responsibilities, to support their progress within the Union and where appropriate, provide specialist facilities, equipment and individual training.

In pursuance of this policy, Bracknell RFC may take special measures or positive action in favour of any group, which is currently under-represented in its membership, representative bodies or workforce. In this, Bracknell RFC 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

Bracknell RFC will provide information when requested to the Equity Inclusion and Safeguarding Officer of the RFU to enable them to monitor the effectiveness of RFU. Bracknell RFC will regularly review this policy against the RFU Equity Policy.

Exemptions

Bracknell RFC 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

Bracknell RFC expects all those acting on behalf of the Club to adhere to this policy. In pursuance of this policy Bracknell RFC reserve the right to discipline any of its members 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.

The Bracknell RFC Equity Policy statement has been developed in line with the guidance available from the RFU, full details of which can be found at: www.rfu.com

Useful Contact Details and Telephone Numbers:-

Bracknell RFC - 01344 424013
Lily Hill Park, Lily Hill Drive, Bracknell, Berkshire, RG12 2UG
www.bracknellrugbyclub.com/contact