

RFU/RFUW EQUITY POLICY

1. Policy Statement

- 1.1 The RFU/RFUW recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential employees and members.
- 1.2 The RFU/RFUW 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.
- 1.3 It is the aim of the RFU/RFUW in its relationships with its members, employees, job applicants and in the provision of its 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.
- 1.4 Advice and training will be given to all those working for or on behalf of the Unions.
- 1.5 Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- 1.6 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.

2. Objectives

- 2.1 The RFU/RFUW Equity policy has the following objectives:
- 2.2 To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities currently under-represented in the game or experiencing disadvantage, poverty and health inequalities.
- 2.3 To ensure that no-one working or wishing to work for or on behalf of the RFU/RFUW receives less favourable treatment on the grounds outlined in the Policy Statement above.
- 2.4 To give clear guidance to individual working within the RFU/RFUW, either employed or as volunteers, on the commitment to equal opportunities.
- 2.5 To ensure that all those who participate in Rugby Union, at all levels and in all roles, receive fair and equitable treatment.
- 2.6 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.
- 2.7 To ensure that all materials prepared, produced and distributed by or on behalf of the RFU/RFUW promotes a clear image of the profile of all those who are a part of the game.

3. Implementation

The RFU/RFUW will seek to promote equity and equality through:

- 3.1 The monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives and development materials.
- 3.2 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.
- 3.3 Increasing collaboration with partner organisations to ensure equity, fair and consistent treatment of all members.
- 3.4 The provision of appropriate training for all employees, members of the Executive Committee and other key volunteers of the RFU/RFUW to raise awareness of both collective and individual responsibilities, to support their progress within the Union and, where appropriate, provide specialised facilities, equipment and individual training.
- 3.5 In pursuance of this policy, the RFU/RFUW may take special measures or positive action in favour of any group which is currently under represented in its membership, representative bodies or its workforce. In this the RFU/RFUW 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

4. Monitoring.

- 4.1 The Welfare, Medical and Equity Manager of the RFU/ Managing Director of the RFUW will be responsible for providing their respective Unions with data for monitoring the effectiveness of this policy, and for providing information to members about the policy and its implementation and impact.
- 4.2 The RFU/RFUW 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.
- 4.3 The RFU/RFUW will work with key equity partners and accountable officers within the respective organisations to ensure that all programmes and initiatives are inclusive.

5. Exemptions.

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.

6. Responsibility.

- 6.1 The RFU/RFUW expects all those acting on behalf of the organisation to adhere to this policy.

- 6.2 In pursuance of this policy the RFU/RFUW reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a persons age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.

Note: If you have a concern that any part of this policy has been contravened please contact: Nic Scott on 07764 960 403 or email: nicscott@rfu.com