

Blandford RFC Equity Policy

Statement of Intent

The RFU/RFUW has clearly stated the importance of affording equity, equal opportunity and fair treatment to all RFU/RFUW members. Blandford Rugby Football Club (BRFC) in turn will follow and adhere to any Equity Policy issued by the RFU/RFUW.

BRFC aims to ensure that all members of the club 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, administrative staff, match officials or spectators.

It is the aim of BRFC not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

Advice and training will be sought from the appropriate RFU departments for all members of BRFC.

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 BRFC 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 inequalities.
- To ensure that no coach or member of BRFC receives less favourable treatment on the grounds outlined in this policy statement.
- To obtain from the RFU clear guidance for any member of BRFC on any Equity matters.
- To ensure that all members of BRFC at all levels and roles receive fair and equitable treatment.
- To ensure that the format of any competitions or assessments organised by BRFC provide equity for all, except where specific situations and conditions properly or reasonably prevent this.
- To ensure that all advertising or BRFC documentation which is distributed promote a clear image of the profile of those who are part of BRFC.

Implementation

BRFC will seek to promote equity and equality through:

- Monitor all practices, procedures and data relating to the operation of BRFC. 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 BRFC.
- 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.

BRFC will in pursuance of this policy will adopt any special measures or positive actions implemented by the RFU/RFUW in favour of any group who is underrepresented within its membership.

BRFC will recognise the legal obligations which are set out in the RFU/RFU Equity Policy. These legal obligations are based on the following acts of Parliament:

- Race Relations Act 1976 (amendment 2000)
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986 and 1999
- Disability Discrimination Act 1975
- 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 and 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.

BRFC will when requested provide the Equity and Ethics Manager any information to assist the appointee in fulfilling this objective.

Exemptions

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

Responsibility

BRFC expects members of the club to adhere to this policy.

In pursuance of this policy and compliance with RFU guidelines BRFC reserves the right to instigate disciplinary action to 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.

Thomas Davis-Richings
Chairman
Dated August 2021