

# North Petherton Rugby Football Club LTD

*Affiliated to the Rugby Football Union and the Somerset County Rugby Football Union*

CASC REG. 04941



## **Equality & Diversity Policy**

### **Purpose**

The purpose of this policy is to set out and communicate the commitment and acceptable practice in relation to equality and diversity within North Petherton Rugby Football Club and to describe the actions to be taken to ensure our legal obligations are met, achieve best practice and to monitor and promote values as an employer and an organisation that promotes sport within the community.

### **Scope**

This policy applies to all NPRFC committee members, employees, suppliers, contractors, coaches, match officials, referees, spectators and visiting members of the public who use the facilities of NPRFC.

### **Rational**

Promoting and valuing diversity is central to the long-term impact and success of NPRFC. This policy is necessary to comply with legislation and regulatory frameworks relating to equality. Specific current legislation and regulations includes:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (SI 2011/1064)
- Equality Act 2010 (Specific Duties) Regulations 2011
- Special Educational Needs and Disability Act 2001
- Protection from Harassment Act 1997
- Employment Rights Act 1996
- Employment Relations Act 1999
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)

NPRFC aims to ensure that all people, irrespective of their age, disability, gender, race, religion and sexual orientation, have a genuine and equal opportunity to participate in rugby football and its associated activities.

Direct discrimination occurs when a person is treated less favourably than another because of a protected characteristic.

Indirect discrimination includes practices which look fair but are unfairly discriminatory in their effect.

### **Objectives**

NPRFC is committed to building a club which is valued and whose diversity is truly representative of all sections of society.

NPRFC is committed to enabling all its players to achieve their full potential in an environment characterised by dignity and mutual respect.

NPRFC is committed to ensure that an individual's diversity is viewed positively and, in recognising that everyone is different, valuing equally the unique contribution that individual experience, knowledge and skills can make to progressing the club.

NPRFC fully supports the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

NPRFC aims to ensure that all materials prepared, produced and distributed by or on behalf of NPRFC promote a clear image of the profile of all those who are a part of the game.

NPRFC aims in its relationships with members, contractors, job applicants and all personnel that provide services to the club, not to disadvantage any individual by imposing any conditions or requirements upon them, which cannot be justified.

### **Implementation**

NPRFC will seek to promote equality and diversity 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 equality, fair and consistent treatment of all members.
- The provision of appropriate training for all employees, members of the Executive Committee and other key volunteers to raise awareness of both collective and individual responsibilities, to support their progress within the club, and where appropriate, provide specialist facilities, equipment and individual training.

### **Monitoring**

The main Executive Committee members will be responsible for providing the Equality and Ethics Manager of the RFU with data for monitoring the effectiveness of this policy, and for providing information to members about the policy and its implementation and impact upon request. The overall monitoring of any complaints or breaches of this policy will be discussed within the general committee.

### **Exemptions**

NPRFC 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**

NPRFC expects all those acting on behalf of the organisation to adhere to this policy. Failure to comply may result in disciplinary action being taken by the main committee.

In pursuance of this policy NPRFC reserves the right to discipline any of its members or employees who practice any form of discrimination of a particular protected characteristic.

### **Review**

This policy will be reviewed every two years

Wayne Carter Nov 2023