Diversity, Equality and Inclusion Policy

Fylde Rugby Community Foundation

Statement

Fylde Rugby Community Foundation (FRCF) recognises the importance of equity, equal opportunity and fair treatment to all. FRCF is fully committed to the principles of equality and will strive to ensure that everyone who wishes to be involved in rugby union, whether as employees, members, volunteers or participants irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, have a genuine and equal opportunity. In its relationships with members, and in its provision of services, it is the aim not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. FRCF also aim to assure all an environment in which their rights, dignity and individual worth are respected, and in particular, that they are able to enjoy rugby without the threat of intimidation, victimisation, harassment or abuse.

Purpose and Scope

FRCF recognise rugby union as a diverse sport, involvement in which can bring communities together, have health and economic benefits and impact positively on the future of rugby in our region. This policy has been produced to prevent and tackle any discrimination or other unfair treatment, whether intentional or unintentional against its employees, members, volunteers and participants in line with the Equality Act 2010.

This policy is applicable to all FRCF employees, members, volunteers and participants at all levels of the game.

Direct discrimination is defined as treating a person less favourably than others 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.

Exemptions

FRCF 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

FRCF has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law.

FRCF Chairman has the overall responsibility for the implementation of this policy.

All employees, members, volunteers or participants have a personal responsibility to comply with this policy and ensure that it is adhered to.

FRCF expects all those acting on behalf of the Foundation to adhere to this policy. In pursuance of this policy FRCF reserves 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.

Positive Action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

FRCF will therefore seek to support appropriate measures or initiatives that enable access to rugby union and participation by people from any group that is under-represented in the sport or has difficulty accessing it.

FRCF will continue to ensure that its employment practices are non-discriminatory and in line with up-to-date statutory requirements. FRCF will continue to ensure that no job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job, or which constitute unfair discrimination.

Complaints and Compliance

FRCF will treat seriously and act upon if any FRCF employees, volunteers, members or participants raise a grievance or complaint as a result of discrimination, harassment or victimisation.

If you, as a FRCF employee, believe you may have suffered any unequal treatment within the scope of this policy, you are encouraged to raise the matter through our Grievance Procedure. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Any FRCF employee who is found to have committed an act of discrimination or harassment will be subject to disciplinary action.

Legal Obligations

FRCF is committed to avoiding and eliminating unfair discrimination of any kind in rugby and will under no circumstances condone unlawful discriminatory practices.

Legal Rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act 1976, the Sex Discrimination Act 1986, the Disability Discrimination Act 2005 and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law that harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic1. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.