FAIRFORD RFC - EQUAL OPPORTUNITIES POLICY STATEMENT

EVERYONE DIFFERENT – EVERYONE MATTERS.

1. Introduction

We want Fairford Rugby Football Club to be a place where we value everyone being different and through our actions we demonstrate that everyone matters.

Our policy statement outlines our commitment to providing equality of opportunity; tackling all forms of discrimination, harassment, intimidation and disadvantage; and promoting equality and diversity. We will ensure that we meet our obligations under the Equality Act 2010 and this policy by not tolerating either direct or indirect discriminatory behaviour or less favourable treatment towards anyone on the basis of one or more of the characteristics (below) or those who are associated with these characteristics. Fairford RFC will also not tolerate discrimination by perception, harassment, victimisation or harassment by a third party on the grounds of:

- Age
- Caring Responsibilities (not covered by the Equality Act 2010)
- Colour
- Ethnic or national origin
- Race
- Nationality
- Disability
- Sex
- Gender Reassignment
- Transgender
- Marital and Civil Partnership
- Sexual Orientation
- Pregnancy or Maternity
- Religion or Belief

This policy statement applies to:

- all our functions and those that are developed with our partners,

- members,
- volunteers,
- contractors,
- visitors and guests.

2. Our Strategic Ambitions

Our strategic ambitions are focussed on meeting the needs of an increasingly diverse population of people. Our person centred approach to service delivery is underpinned by our unequivocal commitment to the spirit and practical application of diversity. We recognise and value the need to ensure that our workforce is reflective of the communities we serve. This ensures we attract talent from all sectors of society which, in turn, enables us to grow our understanding of how our approach to our members can be tailored and revised to enable them to feel included, respected and valued in all their dealings with Fairford RFC.

We will achieve our aims through a demonstrable commitment to the following corporate equality objectives:

- Our services are accessible and are capable of responding to the different and changing needs of our communities;

- Commit to meeting our duties under the Equality Act 2010. We are committed to improving equality practice throughout Fairford RFC and will make adequate resources available to do this;

- Take decisive action to combat all forms of discrimination;

- Vulnerable communities and individuals are supported by our services;

- We will take action where groups within the community whose needs are not adequately being met by services provided by us or jointly with our partners.

- Consult and engage with members, volunteers, staff and external stakeholders;

- Foster good relations and advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it;

- Attract new members, volunteers and supporters;

3. Our Responsibilities

The Chairman has ultimate responsibility for equality and diversity at Fairford RFC. The Club's committee has strategic and operational

responsibility for equality and diversity and is also responsible for monitoring and reviewing this policy and other linked policies.
The committee will:

- advise members on relevant equality and diversity issues;
- ensure that equalities considerations are taken into account when making policy decisions, including corporate objective setting for employment and volunteering practices and service delivery.
- develop Equality Act compliant policies and procedures;
- facilitate harassment and bullying and grievance cases;
- provide appropriate equalities training and guidance;
- develop actions to tackle any inequality.
- identify and implement 'reasonable adjustments' for disabled members and volunteers;
- ensure that members and volunteers are aware of their responsibilities under this policy;
- act promptly upon any discriminatory acts that affect any of the above groups.

All members, volunteers, contractors, visitors and guests have a responsibility to ensure that this policy is put into practice. Fairford RFC expects a personal commitment from all in making this policy effective and in setting an exemplary standard for others to follow.
This policy statement is further supported by the Code of Conduct, Disciplinary and Safeguarding Policies. Any breach of this statement or related policies will be dealt with through the relevant channels.