



Equity Policy

1. Definitions

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.

2. Policy Statement

- 2.1 The Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so the Club acknowledges and adopts the following Sport England definition of sports equity:
- Sports equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
 - The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious beliefs, sexuality or social/economic status.
 - The Club is committed to everyone having the right to enjoy their sport in an environment free from the threat of intimidation, harassment and abuse.
 - All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
 - The Club will deal with any incidence of discriminatory behaviour seriously according to Club disciplinary procedures.
- 2.2 The Club recognises the importance of affording equity, equal opportunity and fair treatment to all club members.
- 2.3 The Club aims to ensure that all people irrespective of their Age, Disability, Gender Reassignment, Race, Religion, Belief, Sex, Sexual Orientation, Marriage, Civil Partnership, Pregnancy or Maternity have a genuine and equal opportunity to participate in Rugby Union at all levels and in all roles (e.g. Player, coach, official, referee, manager, volunteer, administrator or spectator).
- 2.4 It is the aim of the Club 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 that cannot be justified. Failure to comply may result in Disciplinary Action being taken by the Club against the individual or individuals responsible for the discrimination.

3. Objectives

The WNRCL Equity policy has the following objectives:

- 3.1 To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities.
- 3.2 To ensure that no-one working or wishing to work for or on behalf of the Club receives less favourable treatment on the grounds outlined in the Policy Statement above.
- 3.3 To give clear guidance to individuals working within the Club, either employed or as a volunteer, on the commitment to equal opportunities.
- 3.4. To ensure that all those who participate in Rugby Union, at all levels and in all roles, receive fair and equitable treatment.
- 3.5. 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.
- 3.6. To ensure that all materials prepared, produced and distributed by or on behalf of the Club promote a clear image of the profile of all those who are a part of the game.

4. Implementation

The club seeks to promote equity and equality through:

- 4.1 The monitoring of practices, procedures and data relating to competitions, schemes, initiatives and communications to Club Members.
- 4.2 A regular review of existing rules and regulations to ensure they are inclusive to all and that no individuals or groups are subject to discrimination.
- 4.3 Increasing collaboration with partner organisations to ensure equitable, fair and consistent treatment of all members.
- 4.4 The provision of appropriate training for all employees, members of the Executive Committee and other key volunteers at the Club, to raise awareness of both collective and individual responsibilities to support individuals progress within the sport of Rugby Union and, where appropriate, provide specialised facilities, equipment and individual training.
- 4.5 In pursuance of this policy, WNRCL may take special measures or positive action in favour of any group that is currently underrepresented in its membership or its workforce. In this WNRCL recognises its legal obligation under the following Acts of Parliament:
 - The Race Relations Act 1976 (amended 2000).
 - The Equal Pay Act 1970.
 - The Sex Discrimination Acts 1975, 1986 and 1999.
 - The Disability Discrimination Act 1995.
 - The Rehabilitation of Offenders Act 1974.
 - The Human Rights Act 1998.

5. Monitoring

- 5.1 The WNRCL Board of Directors will be responsible for monitoring the effectiveness of this policy and for providing information to Club Members about the policy and its implementation and impact.
- 5.2 WNRCL 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.

6. Exemptions

- 6.1 WNRCL 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 competitions.

7. Responsibility

- 7.1 WNRCL requires all those acting on behalf of the Club to adhere to this policy
- 7.2 In pursuance of this policy WNRCL reserves the right to discipline any of its members who practice any form of discrimination on the grounds of a person's Age, Disability, Gender Reassignment, Race, Religion, Belief, Sex, Sexual Orientation, Marriage, Civil Partnership, Pregnancy or Maternity.