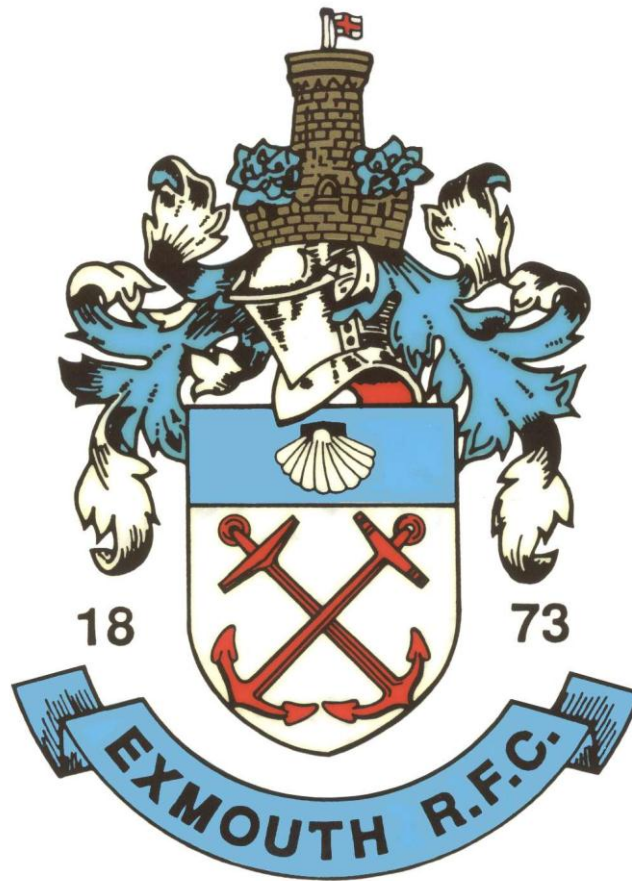


Exmouth Rugby Football Club

Imperial Recreation Ground, The Royal Avenue, Exmouth, Devon. EX8 1DG



Equity Policy

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Equity Policy

1. Statement

Exmouth Rugby Football Club (ERFC) operates an equal opportunities policy in both employment and membership and is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sport equity:

“Sports equity’ is about fairness in sport, equality of access, recognising 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 belief, sexuality, political or social/economic status - giving everyone a genuine and equal opportunity to participate in Rugby Union at all levels and in all roles. That is beginner, participant, or performer, coach, official, manager, administrator or spectator.

The club is committed to everyone having the right to enjoy their sport in an environment free from 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 the club’s disciplinary procedures.

Any prospective employees of the club are not discriminated against on the basis of social background, age, sex, gender, disability, colour, race, creed, sexual orientation, religious belief, social/economic status or political persuasion.

2. Objectives

The ERFC Equity Policy has the following objectives:

- 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;
- To ensure that no-one working or wishing to work for or on behalf of the Club receives less favorable treatment on the grounds outlined in the Policy Statement above;

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- To give clear guidance to individuals working within the Club, either employed or as volunteers, on the commitment to equal opportunities;
- To ensure that all those who participate in rugby union, at all levels and in all roles, receive fair and equitable treatment;
- 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;
- 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 apart of the game.

3. Monitoring

- ERFC will provide information to the Equity Inclusion and Safeguarding Manager of the RFU/Managing Director of the RFUW to enable them to monitor the effectiveness of RFU/RFUW policy.

ERFC will regularly review this policy against the RFU/RFUW Equity Policy

4. Exemptions

- ERFC 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.

5. Responsibility

ERFC expects all those acting on behalf of the Club to adhere to this policy. In pursuance of this policy ERFC reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a persons age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.