



### **Equal Opportunity Policy Statement**

Salisbury RFC recognizes the importance of affording equity, equal opportunity and fair treatment to all present and potential employees, volunteers and members.

We aim to ensure that all people irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in Rugby Union at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, referee, manager, administrator or spectator.

We aim to ensure that no individual, be it member or employee, is not to be discriminated against, either directly or indirectly, by imposing any conditions or requirements which cannot be justified.

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 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.

### **Implementation**

Salisbury RFC will seek to promote equity and equality through:

The monitoring of practices and procedures by the club in general and individual age groups/squads in particular.

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.

The provision, where practical, of appropriate training for all employees and volunteers of the club to raise awareness of both collective and individual responsibilities

### **Monitoring**

The management committee of the club will be responsible for providing the volunteers and members with information about the policy and its implementation and impact.

The management committee of the club 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

### **Responsibility**

The management committee of the club expects all those acting on behalf of the club to adhere to this policy.

In pursuance of this policy the management committee of the club 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

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