

# ***Rochdale RUFC – Race Equality Policy***



## **1. Introduction**

Rochdale RUFC is committed to creating a culture in which diversity and equality of opportunity are actively promoted in which unlawful discrimination is not tolerated. Rochdale RUFC is committed to taking positive action where appropriate and practicable to promote such equality of opportunity and, where necessary, to institute measures to combat disproportionate under representation of minority groups within the organisation's composition and/or activities. To this end Rochdale RUFC will monitor player recruitment, employment and promotion, associations and partnerships, advertising, audiences, productions and other activities where practicable.

The aim of this policy is to ensure that race equality principles and practices are embedded in strategic services, plans, policies and practices. Each member of staff and each participant has a duty to support and promote the aims of this policy.

Rochdale RUFC Race and Equality Policy's successful implementation is dependent on commitment from all individuals which comprise Rochdale RUFC. This includes staff, members, participants, senior club officials, committee members and all partnership organisations. Rochdale RUFC will ensure that consultation and communication take place to help increase commitment to race equality principles within its community.

This policy applies to both staff and participants and should be read in conjunction with other Rochdale RUFC policies and procedures.

## **2. Policy on Race Equality**

The race relations ACT 1976 (as amended by the Race Relations (Amendment) Act 2000 (RRAA)) places a positive general duty on Rochdale RUFC to promote race equality.

The general Duty requires public bodies to ensure within their activities the:

## ***Rochdale RUFC – Race Equality Policy***

- Promotion of equality of opportunity
- Promotion of good relations between people of different racial groups
- Elimination of unlawful racial discrimination

Under the General Duty, there are several Specific Duties for public Education Institutions which are currently:

- To prepare and publish a written statement of its policy for promoting race equality and to have in place arrangements for fulfilling the commitments in the policy as soon as reasonably practicable.
- To assess the impact of the institutions policies, including the Race Equality policy.
- To monitor, by reference racial groups, the admission and progression of students and the recruitment, retention and carer progression of staff.
- To include in the written statement of its Race Equality policy. The arrangements for publishing both the statements and the results of its assessment and monitoring.

Rochdale RUFC is committed to meeting the requirements of both the general and specific duties under the Race Relations (Amendment) Act 2000 (RRAA). To do so it has drawn up this policy and an associated Race Equality Action Plan and implementation Action Plan for staff and participants identifying specific targets and milestones to be achieved, actions to be taken, success criteria, responsibilities and dates

### **3. Context**

Rochdale RUFC mission, aims and values emphasises its vision to be leading sports club / facility for young people to learn rugby, creativity of sporting skills and communication. We seek effective relationships of mutual respect with our participants, staff and others with whom we work. Rochdale RUFC sees as a core duty the promotion of equality of opportunity and good race relations. This is inseparable from the achievement of its aims and objectives. The Race and Equality policy has been designed to ensure that work towards our aims and objectives is carried out in an environment which promotes equality of opportunity, respects diversity and eliminates all forms of unlawful discrimination.

Rochdale RUFC has a diverse participant body and seeks to attract the widest possible range of participants. It seeks to encourage

## **Rochdale RUFC – Race Equality Policy**

applications for its vacancies from every sector of society. It stays in close contact with all communities, schools, colleges, commercial, local and national from which it draws its staffs and participants, Rochdale RUFC is committed to regularly reviewing and continuously improving, through consultation with partners, community and users, members of all of its core activities, in a way which ensures that the principle of Race Equality Policy will apply:

- RFU Governance and management
- Strategic planning
- Admissions, access and participation
- Assessment, achievement and progression
- RFU Curriculum, Coaching, learning methods and quality Club Management
- Appeals, discipline and commitment procedure.
- Staff recruitment, selection, promotion, development and training, Job evaluation
- Discipline, commitments and dismissal
- Partnership and community links
- Relationships with suppliers and contractors.

This list is not intended to be exhaustive and may be revised as appropriate

### **4. Responsibilities**

All members, committee, club management, staff, trustees and those with whom Rochdale RUFC works in partnership will be expected to apply the principles of this Race Equality Policy in their day to day work and activities. In order for this to be achieved successfully, the following responsibilities have been defined:

**Rochdale RUFC committee responsibility, for ensuring the implementation of all Equal Opportunities and Race Relations legislation.**

Rochdale RUFC Club Officials and their managers are responsible for ensuring that procedures to staff recruitment, selection, promotion, development and training, job evaluation, pay, discipline, complaints and dismissal are carried out in accordance with the Race Equality policy.

Rochdale RUFC will make certain all that managers have the responsibility to ensure that they encourage and support all staff and participants to reach their full potential. In addition, managers have a

## ***Rochdale RUFC – Race Equality Policy***

duty to identify appropriate staff development for themselves and their staff to meet Rochdale RUFC club development plan

Rochdale RUFC committee are responsible for ensuring that all policies relating to participation regards admissions, progression, support and discipline, are carried out in accordance with this Racial Equality policy.

Rochdale RUFC, require each member of staff and each participant to have a duty to support and promote the aims of this policy.

### **5. Development and Training**

In order for members of staff and participants to understand fully this policy and their responsibilities with in context in relation to this policy. Rochdale RUFC has undertaken to provide appropriate development and awareness / training.

Rochdale RUFC undertakes to:

- Provide information to all staff and participants on the Rochdale RUFC Equal Opportunities and Race Equality policies and related Action Plan and the impact on Rochdale RUFC Activities.
- Appoint an Equal Opportunities specialist to train staff and provide advice and support on Equal Opportunities and Race Equality policy issues.
- Ensure that al staff and participant representatives are trained in equal opportunities, including compliance with the Race Equality policy
- Develop and publish a harassment and bullying policy on racial grounds and what action to take place.

Rochdale RUFC will ensure that members of staff are kept up-to-date with changes in race legislation and changes to Rochdale RUFC policy. Rochdale RUFC will ensure that all managers are provided with guidance from the club committee on how to deal with any allegation of racist incidents. Rochdale RUFC will review staff development and training activities to ensure they comply with the spirit and substance of equal opportunities legislation and polices.

### **6. Monitoring**

In order ensure effective implement of the Rochdale RUFC Racial Equality policy monitoring will be undertaken. Rochdale RUFC will use the commission for Race Equality ethnic monitoring categories as the

## **Rochdale RUFC – Race Equality Policy**

most appropriate method of monitoring race. At the same time, it will monitor equality issues within the areas of admission, coaching and learning, retention and progression, employability and complaints related to participation, recruitment, discipline, complaints, promotion and pay of staff. Such monitoring is a means of finding out how the Rochdale RUFC can continuously improve its policies and processes. It can be used to inform policy and decision making by:

- Highlighting possible inequalities between different groups
- Investigating and underlying causes and removing any unfairness or disadvantage

### **7. Reviewing and evaluating policies**

Race Equality plans, action plans and implementation action plans for staff and participants have been drawn up to ensure that appropriate action is taken to achieve the general and specific duties under the Race Relations Amendment act. The Race Equality policy will be reviewed by the Rochdale RUFC Opportunities Taskforce (or equivalent) on an annual basis for its effectiveness in (a) eliminating racial discrimination, (b) promoting race equality and (c) promoting good race relations. At the same time, the effectiveness of implementation of the policy will be evaluated and discussed, and appropriate changes made to the policy and the role of staff and participants in its implementation. To do this:

- Staff and participants will be consulted about our Racial Equality policy, plan and Action Plan and implementation action plan
- The resulting race equality issues will be used to inform policy and decision making disseminating good practice

### **8. Publishing the Policy and results of Monitoring**

The Race Equality policy will be communicated to all staff, participants and partners including at induction, on the Rochdale RUFC website and also in hard copy, particularly for those who do not have access to the internet, as well as at equal opportunities training events. Significant trends arising from race equality monitoring will also be published.

### **9. Partnerships and Outsourcing**

Rochdale RUFC is responsible for meeting the requirements of the Race Relations Amendment Act when it carries out its duties with other partnership organisations. Where Rochdale RUFC is involved in

## ***Rochdale RUFC – Race Equality Policy***

partnership with another public body, each organisation is responsible for meeting its Duty under the Race Relations Amendment Act. Where Rochdale RUFC outsource or contracts a private company to carry out a particular function. Rochdale RUFC is under an obligation to ensure that no racial discrimination occurs when activities are being delivered under that contract or service agreement.

### **10. Racial Equality breaches**

Rochdale RUFC will treat very seriously any breach of this policy by its staff, participants or visitors. Any breach of the Race Equality policy will be investigated and where appropriate will be treated under the Disciplinary Code for staff or for participants. With regard to visitors, Rochdale RUFC will take appropriate action to reflect the seriousness of the breach. Staff and participants are reminded that they have a duty to report any suspected racial incident or racial harassment perpetrated by others.

### **11. Complaints**

Staff must report any such suspected incident to their line manager or Rochdale RUFC using Rochdale RUFC complaint procedure. Rugby Club participants must report any suspected racial incident to their course tutor or course leader under the Rochdale RUFC complaints procedure so that it can be investigated.

*Race Equality in Manchester – workforce monitoring and Action Planning Report 2004*

*RFU Race Equality*

*Policy for Equality of opportunity 2002*