

## ***Rochdale RUFC – Equal Opportunities Policy***



### **Policy for Equality of Opportunity**

#### **POLICY STATEMENT**

Rochdale RUFC is committed to equality of opportunity for all. 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 player recruitment, Coaches recruitment, associations and partnerships, advertising, audiences, productions and other activities where practicable.

This policy applies to all RRUFC staff whether full-time, part-time or fixed-term contract employees. All staff is to made aware of this policy.

Furthermore, Rochdale RUFC believes diversity will be a benefit to all and good for Rugby Club and will therefore seek wherever possible and practicable to engage with those Club's, bodies and organisations that are demonstrably of like mind.

Reviews and revisions of this policy shall be conducted as and when necessary and particularly where future circumstance demands or complaints or monitoring show a need. The time between reviews shall not in any event exceed **three** years.

#### **DEFINITION**

It shall be deemed to be a breach of this policy if action, behaviour, determination or speech can be shown inappropriately to take into account or make reference to:

- age
- colour
- creed or religion
- disability
- economic or social status
- ethnic or national origin
- gender
- marital status
- race
- sexual orientation

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Any such shall constitute unfair discrimination.

Discrimination may be:

- Direct –where rules, requirements or conditions can be shown to apply unequally to a person(s) as a result of any of the above characteristics and such rules, requirements or conditions cannot be objectively justified. It is also direct discrimination where a person is treated less favourably than others are, or would be, in the same or similar circumstances and such treatment is determined to be as a result of any of the above characteristics.
- Indirect – where rules, requirements or conditions apply equally to everyone but can be shown to be disadvantageous to a person(s) as a result of any of the above characteristics and such rules, requirements or conditions cannot be objectively justified. This applies whether the application is intentional or not.

### **INDUCTION**

Basic equal opportunities awareness should be included in the initial stages of each employee's term of employment. They should be informed and where necessary the details and philosophy behind this policy should be explained to them. In the case of those already in post, such training shall be made available at the earliest convenient opportunity. It shall be the responsibility of the Club Chairman & Club Secretary to ensure this training takes place.

### **ACCESS**

Equality of access to the Rugby Club, its facilities, services and its work is acknowledged to be of vital importance. Accordingly Rochdale RUFC will monitor its operations regularly and seek to ensure effective equality of access in all these areas. In management of the Rugby Club terms, ultimate responsibility for this shall rest with the Club Chairman & the Committee, but day-to-day responsibility may reasonably be devolved such as the exigencies of the operation of the club / business demands.

The means of ensuring equality of access shall include but not be limited to:

- Pricing / Subscriptions – including concession rates to young people, students, senior citizens, and the unwaged
- Physical access – the building is fully accessible to wheelchair users and has special access toilet facilities. Guide dogs will be permitted into the building. Rochdale RUFC will seek to monitor and improve physical access on an on going basis as and where necessary.
- Visitors – Rochdale RUFC will be aware of its duty to provide services for a diverse community and will seek to reflect this in the community work it does, the committee will seek to attract with its marketing and publicity.
- Rochdale RUFC will seek to make its resources available to a diverse range of local schools, companies and other members of the community as appropriate

### **MARKETING & PUBLICITY**

Every reasonable effort will be made to ensure Rochdale RUFC's marketing and publicity activities are sensitive to the diversity of the region and community it serves. To this end the media used and manner of presentation will seek to be

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diverse. Advertising, whether of its activities and services or job opportunities will, where appropriate and possible, encompass media that is minority ethnic owned and targeted as well as those directly aimed at the disabled community.

### **MONITORING**

Monitoring and maintenance of records shall be the responsibility of the Club Chairman or Club Secretary

### **POSITIVE ACTION**

Both the Sex Discrimination and the Race Relations Acts provide for the taking of certain steps combat the effects of past discrimination. Such measures may be invoked where the number of persons of a gender or ethnic/racial group involved in any particular line of work is disproportionately small in comparison to either all those employed within the organisation or within the geographical area from which the employer normally recruits.

Where appropriate the Rochdale RUFC will take 'positive action' steps, which may include:

- The provision of training for such disability, gender or racial groups so as to enable them to compete for vacancies and be effective in that line of work
- The encouragement of applications from persons within that disability, gender or racial group within society.

*(It must be noted that the law does not permit discrimination **of any kind** at the point of recruitment or selection.)*

### **RECRUITMENT**

Rochdale RUFC recruitment will seek to reflect the racial diversity of contemporary Britain, and in particular, the regional and age-specific constituency it serves. Rochdale RUFC will consider the recruitment process without regard to race or colour.

Rochdale RUFC will pursue a strategy of integrated recruitment and seek to ensure that it attracts participants from all sections of our society.

Rochdale RUFC is aware of the impact on its recruitment policy that may be caused by the types of work it commissions or seeks to put on. Accordingly, it will seek to engage with a diverse range of participants and will monitor their responses and reactions as the make-up of those participants ensures that the provision of service is equitable.

Where necessary and practicable, Rochdale RUFC will take positive steps to redress any imbalance or under-representation of disabled, ethnic or gender groups.