



KELSO RFC

EQUALITY & DIVERSITY POLICY

**ONECLUB
ONECOMMUNITY**

HISTORY IS OUR STRENGTH....

Kelso Rugby Football Club
Poynder Park, Poynder Place
Kelso
TD5 7EH



Policy Statement

Kelso RFC is committed to the principles of equality, diversity and inclusion in sport and will work to ensure that everyone who wishes to be involved within Kelso RFC and its activities, whether as a player, volunteer, coach or office bearer, employee or member.

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identify, disability, marital or civil partnership status, pregnancy, or maternity, religion, race, ethnic origin, nationality, colour, socio-economic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to enjoy their sport without the threat of intimidation victimisation, harassment or abuse.

Purpose and Scope

This policy has been produced to ensure Kelso RFC meets its obligations under equality legislation including the Equality Act 2010.

This policy is applicable to all Kelso RFC employees, members, volunteers, players, coaches, and office bearers.

Legal Obligations

Kelso RFC is committed to avoid and eliminate unfair discrimination of any kind and will under no circumstances condone unlawful discriminatory practices.

A non-exhaustive list of the legislation and behaviours which are covered by this policy are contained in the Appendix.

Positive Action

The principle of sports equality goes further than legislative compliance. It also involves taking positive steps to mitigate the effects of physical and cultural barriers, whether real or perceived, that could restrict the opportunity for all sections of the community to participate in the sport equally and fully.

Kelso RFC will look to support and put in place appropriate measures or initiatives that allow equal access to and participation in rugby by everyone but in particular any group that is underrepresented in the sport or has difficulty accessing it.

Kelso RFC will ensure that its practices both in relation to paid employees and volunteers are non-discriminatory and in line with current law and regulations.

Kelso RFC are committed to ensuring that no job applicant is disadvantaged by any requirements or conditions that are not a core part of the role being applied for. Where necessary Kelso RFC will make reasonable adjustments to allow any applicant to participate fully in the recruitment process.

Whilst Kelso RFC are committed to equality in all its activities, it reserves the right to limit participation in certain circumstances where persons of a specific age, gender etc are required to meet other obligations such as in relation to child protection.



Responsibility, Monitoring and Evaluation

The Committee will be responsible for ensuring the implementation of this policy.

The Committee will review all Kelso RFC activities and initiatives against the aims of the policy on a bi-annual basis, and the President will report formally on this issue at the AGM.

The Committee, or where appropriate a designated project leader, will review any measures or initiatives that Kelso RFC may institute or take part in to promote and enhance sports equality in rugby union and will report their findings formally to the AGM.

The Committee will review the policy itself at intervals of no more than two years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

Complaints and Compliance

Kelso RFC regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy, are encouraged to raise the matter through the Kelso RFC Grievance Procedure.

Any matter raised under this policy will be treated in confidence and investigated in line with the Kelso RFC grievance procedure.

Where an employee of Kelso RFC is found, after investigation to have acted contrary to this policy will be subject to disciplinary action. Any member, volunteer, player or office bearer not in an employment relationship but who during their participation in club activities is found after investigation to have acted contrary to this policy may face sanctions in line with the Kelso RFC grievance procedure.

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| Approved by | Management Committee of Kelso RFC and ratified at Club AGM. |
| Date of Approval | 4th August 2021 |
| Next Review Date | 4th August 2022 |



APPENDIX - Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act 1976, the Sex Discrimination Act 1986, the Disability Discrimination Act 2005 and the Equality Act 2006. In April 2010, the Equality Act 2010 received Royal Assent.

The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 provide that a part-time worker has the right not to be treated less favourably than an employer treats a comparable full-time worker, unless such treatment can be 'objectively justified'.

The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 provide protection for fixed-term employees, including the right not to be treated less favourably than comparable permanent employees because they are on a fixed-term contract, unless there are 'objectively justifiable' circumstances for doing so.

The Equality Act 2010 is a new law that harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination is less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability. A person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term effect on their ability to carry out normal day-to-day activities.



Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

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