



Oadby Wyggestonian Rugby Football Club **Equity Policy Statement**

Oadby Wyggestonian RFC recognises the importance of affording equity, equal opportunity and fair treatment to all present within the club including players, parents/guardians, coaches, volunteers and employees and acknowledges and adopts the following Sport England definition of sport equity, together with ensuring equity is incorporated across all aspects of the club's development.

"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".

Oadby Wyggestonian RFC aims to ensure that all people irrespective of

- i. age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, disability, marital or civil partnership status, social status or sexual orientation have a genuine and equal opportunity to participate in the game of rugby at all levels and in all roles.
- ii. Can be assured of an environment in which their rights, dignity and individual worth are respected and being without the threat of intimidation, bullying, victimisation, harassment or abuse.

Oadby Wyggestonian RFC recognises that rugby union is a diverse sport with health and economic benefits. We promote equality of opportunity at all levels and this policy has been produced to prevent and tackle any discrimination or unfair treatment whether intentional or unintentional against all those involved all players, employees, visitors and volunteers in line with the Equality Act 2010.

Oadby Wyggestonian RFC is committed and takes a zero-tolerance approach to harassment, victimisation, bullying or discrimination whether direct or indirect and any individual found to have committed such an act will be subject to disciplinary action. The Chairman has overall responsibility for the implementations of this policy and all employees, players, parents/guardians, coaches and volunteers have a personal responsibility to comply with this policy and ensure that it is adhered to.

Oadby Wyggestonian RFC will treat all complaints and breaches of compliance seriously and will take action for any complaints or grievances raised.

This policy statement is in conjunction with RFU/RFUW Equity Policy

OADBY WYGGGS RFC