

Weaving Warriors RFC

Equality Policy 2020

Equality statement

1. Weaving Warriors RFC is committed to ensuring that equality is incorporated across all aspects of its development, in doing so it acknowledges and adopts the following Sport England definitions of "Sports Equity", otherwise known as equality within sports.
2. Sport equity covers fairness within sport, including equality of access, recognition of inequality and the steps taken to address inequality within sport.
3. Sport equity promotes the evolution of a sports culture and structure to ensure it becomes equally accessible to all members within our society.
4. Weaving Warriors RFC recognises the rights of each individual and strive to treat every person with equality and respect regardless of their ability, age, gender, race, ethnicity, sexual orientation, religious beliefs, political beliefs, social status or economic status.
5. Weaving Warriors RFC is committed to help everyone realise their talent and achieve their full potential through the power of Rugby Football.
6. Weaving Warriors RFC is committed to everyone having the right to enjoy their sport in a safe environment free from the threat of intimidation, harassment and abuse. All club members have a responsibility to oppose discriminatory practice and to promote inclusion.
7. Weaving Warriors RFC will deal with any and all incidences of discriminative behaviour in accordance with the disciplinary procedures of the club.

Aims

Weaving Warriors RFC will continuously monitor and develop its procedures to identify and tackle the various forms of discrimination which may occur. These will broadly fit into the following categories:

- Direct discrimination – where a person is not treated equally due to any of the categories listed in point 4 above.
- Indirect discrimination – where a requirement, situation or condition, which is applied to all, has an adverse effect on one or more groups of people.
- Harassment – where someone is subjected to unwanted conduct, i.e unwelcome sexual attention or racial harassment.
- Victimisation – where someone is treated less favourably due to action taken against others.
- Segregation – where someone is segregated due to his or her beliefs, attitudes or opinions.



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Roles & Responsibilities

It is the duty of all individuals and groups associated with Weaving Warriors RFC to avoid discriminatory practices themselves and to condone and discourage discriminatory practices from others.

Weaving Warriors RFC will encourage those who wish to report instances of discrimination and provide a confidential process by which all discriminatory matters can be dealt with through the Formal Complaints Procedure.

The Main Committee will be responsible for monitoring equal opportunities and will be the point of contact for those who may wish to discuss any discriminatory practice they have witnessed or been a victim of.

Recruitment

Weaving Warriors RFC offers equal access to its teams where possible, and will encourage the recruitment of players from all audiences.

All members will be made aware of the Equal Opportunities Policy through website news, social media and club wide meetings.

All material used for marketing and promotional purposes will be subject to evaluation prior to issuance to ensure is free of discriminative or offensive material towards individuals or groups categorised in point 4 above.

Weaving Warriors RFC is committed to take action against anyone who breaches the Equality Policy

