



Diversity & Inclusion Policy

1. POLICY

Tottonians RFC is committed to tackling all forms of discrimination and inequality. This policy sets out how it will promote equal opportunity, inclusion and prevent all forms of unlawful or unfair discrimination, harassment and victimisation.

The aim of the policy is to:

- create a positive culture throughout Tottonians RFC, where diversity, inclusion and respect are core values and at the centre of all our activities
- adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach to include communities who are experiencing disadvantage
- work towards the elimination of all forms of discrimination
- ensure all members of the club are engaged with the development and implementation of this policy
- encourage positive action to overcome disadvantage and discrimination
- ensure that all people irrespective of their age, ethnicity, disability, gender, gender reassignment, religion or belief, sexual orientation, marriage & civil partnership or pregnancy, maternity and paternity (protected characteristics under equality act 2010) have a genuine & equal opportunity to participate in Rugby Union at all levels & within all roles. This aim includes all players, coaches, managers, administrative staff, referees, officials or spectators.
- in its relationships with members & volunteers & in its provision of services Tottonians RFC aims not to disadvantage any individual by imposing any conditions or requirements which can't be justified.
- ensure that everyone has the right to enjoy their sport in an environment free from the threat of intimidation, harassment and abuse.

Tottonians RFC will follow & adhere to any Equity Policy issued by the RFU & will seek advice from the RFU Equity Manager where appropriate to ensure the correct procedures are implemented when necessary.

Tottonians RFC will, in pursuance of this policy, adopt any special measures or positive actions implemented by the RFU in favour of any group who is underrepresented within its membership.

2. DEFINITIONS

Equality is about fairness, it is not about treating everyone in the same way, but it recognises that their needs are met in different ways. Equality protects people from being discriminated against on the grounds of protected characteristic group membership

Diversity is about valuing all visible and non-visible differences and recognising and accepting that harnessing these differences creates an environment where everyone feels valued. A diverse approach aims to recognise value and manage differences to enable all members to contribute and realise their full potential

Inclusion involves taking action to remove barriers to participation. It also involves eliminating discrimination and promoting equality

Direct discrimination is defined as treating a person less favourably than others are treated or would be treated in the same or similar circumstances because of a protected characteristic they possess, or are associated with, or are thought to have.

Indirect discrimination occurs when a requirement or condition applies to everyone but has a disproportionate impact on people with a protected characteristic. It is usually less obvious than direct discrimination and can often be unintentional.

3. BREACHES OF POLICY

All complaints regarding discrimination of any kind **WILL** be sensitively investigated. Depending on the severity of the breach of policy, sanctions could range from re-education to disciplinary action which could question an individual's engagement with Tottonians R.F.C.

4. RESPONSIBILITIES

All players, coaches, managers, administrative staff, referees, officials or spectators must adhere to this policy and all have a duty to:

- Act in ways that respect and value the diversity of others
- Challenge any behaviour that could be interpreted as unfair discrimination
- Listen to and respect others and discourage discriminatory speculations and behaviour
- Be aware of the impact of statements made public on social media platforms.

Tottonians RFC will provide advice and training to all those working for or on behalf of the club to enable them to support the aims of this policy. Advice will be made available to club members by the Diversity and Inclusion Officer, supported by the committee using material provided by the RFU to which the club has subscribed.