

MU Barnhall RFC Equality and Diversity Inclusion Policy

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1. Introduction

The policy takes into account the updated approach to equality and diversity as specified by legislation and by reviewing best practice as implemented by a number of charitable organisations, universities and school. Our key aims are as follows:

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by legislation.
- Foster good relations between people who share a protected characteristic and those who do not.

This policy outlines our commitment across all operations of the rugby club with an internal and external focus. Internally we are creating an inclusive training, playing, working and social environment where differences are valued and equality of opportunity is advanced. Externally our focus is on continuing to deliver a fair service to our players, families, friends and visitors by meeting the changing needs of diverse communities.

2. Equality Statement

NUIM Barnhall RFC is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.

In addition to being compliant with the equality laws, public duties, and Human Rights Acts, the Club also supports diversity and promotes equality of opportunity for all staff, Players, Families, friends and visitors regardless of their:

- Protected Characteristic (Single Equality Act):
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil partnership
 - Pregnancy and Maternity (including Paternity)
 - Race (colour, ethnic or national background)
 - Religion or Belief (including non-belief)
 - Sex/Gender
 - Sexual Orientation
- Caring responsibilities for a 'Protected Characteristic' including dependants

- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions

The Club accepts it is our responsibility for promoting inclusive environments, which are free from discrimination for our staff; members and anyone associated with the Club (e.g. visitors, contractors and service providers).

3. Commitment to Equality

The Club aims to ensure that equality is embedded into all its functions, operations and activities. Initiatives to support the embedding process are facilitated by the Club's Equality & Diversity Officer.

4. Responsibilities and commitment

Each member is responsible for their own behaviour and must accept the principle that there is equality of opportunity and fairness for all staff and members and anyone associated with the Club (e.g. visitors, contractors and service providers), in all aspects of Club life.

Individuals must ensure they do not support unfair behaviour by ignoring what is happening around them and must not incite or collude with unfair or unlawful discrimination.

The law stipulates that, any member of the Club's community found to be responsible for inciting, perpetrating or colluding with discrimination or harassment may face disciplinary action.

All staff, students and anyone associated with the Club, have a responsibility to adhere to this statement and apply it in their day to day work. The specific responsibilities in relation to this statement are as follows:

1. The club executive, as the employer, is ultimately responsible for ensuring that the Club fulfils its legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled.
2. The Executive committee, having the overall leadership for running the Club, has the responsibility to ensure that the legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled across the Club.
3. The Finance director is responsible for implementation of this statement with respect to staff and also for implementing related policies and procedures. The Finance director will also ensure that all staff receive appropriate equality and diversity inclusion training.
4. The Director of Rugby is responsible for implementation of this statement with respect to all players of all codes of rugby and also for implementing related policies and procedures.
5. All members have a responsibility to promote equality and to eliminate discrimination on the grounds listed in section 2 and to adhere to the *Equality Statement*. Any act of

discrimination or harassment by a member of staff or a club member will be taken very seriously and may result in disciplinary action being taken.

5. Monitoring

Monitoring will be essential to ensure that the Clubs *Equality Statement* is working effectively. In order to achieve this, the Club will monitor annually and publish details of:

- the profile of the membership across the 'protected characteristics' (transgender profiles are not published)
- Membership applications, offers made to academy students acceptances, assessment results, and drop-out rates.
- complaints including harassment and bullying complaints, grievances and disciplinary proceedings for staff and members

The Club guarantees that information gathered for the purposes of monitoring will be used only for monitoring and to improve its equality performance and will be held and processed in accordance with the Data Protection Act.

6. Complaints of Discrimination or Harassment

1. If a member or member of staff feels that they have been discriminated against, the complaint should be raised with the duly elected executive committee or sub-committee duly appointed to address such a complaint.
2. If a member feels that they have been discriminated against, the complaint should be raised in accordance with the Clubs constitution as it relates to Complaints, Appeals and Discipline.
3. If a member or member of staff feels that they are being bullied or harassed, the complaint should be raised with the duly elected executive committee or by a sub-committee authorised by the executive committee to address such a complaint.

Advice on the use of these procedures can be obtained from the Club Secretary.