

## **CURUFC Equal Opportunities Policy Statement**

CURUFC recognises the importance of affording equity, equal opportunity and fair treatment to all of its members which includes players, past players and all who are members of the club as well as extant and potential employees and volunteers.

CURUFC aims to ensure that all students, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, have a genuine and equal opportunity to participate in rugby union at all levels and in all roles. That includes participation as a beginner or elite performer, and as a coach, official, referee, manager, administrator, volunteer or spectator.

In its relationships with members, employees, volunteers and in its provision of services, it is the aim of CURUFC not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Advice and training will be given to all those working for or on behalf of CURUFC.

Direct discrimination is defined as treating a person less favourably than others or would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

### **Exemptions**

CURUFC reserves the right to limit selection or participation in playing to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

### **Responsibility**

CURUFC expects all those acting on behalf of the organisation to adhere to this policy. In pursuance of this policy CURUFC reserves the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.

### **CURUFC Equity Policy Monitoring**

- CURUFC will seek to promote equity and equality through the monitoring of practices, procedures and data relating to selection, coaching, initiatives and development materials;
- A regular review of existing rules and regulations to ensure that they do not inhibit the participation of people from groups which may suffer discrimination;
- The provision of appropriate training for all employees, directors, members of the Executive Committee and other key volunteers of CURUFC to raise awareness of both collective and individual responsibilities, to support their progress within the club and, where appropriate, provide specialised facilities, equipment and individual training. In pursuance of this policy, CURUFC may take special measures or positive action in favour of any group which is currently under-represented in its membership, representative bodies or its workforce.
- CURUFC recognises its legal obligations under national legislation relating to Race Relations, Equal Pay, Sex Discrimination, Disability Discrimination, Gender reassignment, Rehabilitation of Offenders and Human Rights Acts.

### **Strategy**

- The Executive Officer and Board Secretary will be responsible for providing information to directors and members about the policy and its implementation and impact;
- The Club will adopt a planned approach to eliminating perceived barriers which discriminate against particular groups;

- The Club will continuously monitor and review the selection criteria and procedures in relation to participation, and in employment, to ensure individuals are selected, promoted and treated solely on the basis of the skills and abilities that are appropriate to the position;
- To ensure that no-one working or wishing to work or volunteer for or on behalf of the club receives less favourable treatment on the grounds outlined in the Policy Statement above;
- To give clear guidance to individuals working within the club, either employed or as volunteers, on the commitment to equal opportunities;
- To ensure that all those who participate in rugby union, at all levels and in all roles, receive fair and equitable treatment.