



# Old Streetonians Equality, Diversity & Inclusion Policy

Old Streetonians RFC (the Club) are committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

The aim is for our membership to be representative of all the sectors of the society in which we play our sport, and for each member to feel respected and valued.

The Club – both on and off the field - is committed against any form discrimination.

## **The purpose of this Policy is to:**

- Provide equality, fairness and respect for all our Members. We aim to ensure there is no discrimination on the basis of (the Equality Act 2010 protected characteristics of) age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in benefits, terms and conditions of membership, dealing with grievances and discipline, dismissal, training or other opportunities

## **The Club commits to:**

- Encourage equality, diversity and inclusion in the Club, and promoting dignity and respect for all.
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, and where individual differences and the contributions of all Members are recognised and valued
- Publicising the Club Policy to its Members, so they are aware of their rights and responsibilities of the Policy and the Club's Code of Conduct
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Members, opposition players, supporters, the public and any others in the course of the Club's activities. Such complaints will be investigated and dealt with in accordance with the Clubs' Code of Conduct
- Make opportunities for training, development and progress available to all Members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised for the benefit of the Club



- Review the wording of the Policy, and associated practices and procedures, when necessary (and at least annually), to ensure compliance with current best practice and legal requirements
- Monitor the demographic of the Club annually, to allow monitoring and assessment of our diversity targets, and updating of the action plan as appropriate

The Equality, Diversity and Inclusion Policy is fully supported by the Club Committee.

If you want to raise a grievance, or have any other comments on the Equality, Diversity and Inclusion Policy, you can do so with any member of the Club's Committee or via [this Google Form](#).

For those who want to learn more about issues of Equality, Diversity and Inclusion specifically in rugby we suggest:

- [Rugby Union Weekly – Rugby and Race](#) [podcast]
- [Everybody's Game](#) [documentary – Amazon Prime]
- [Oceans Apart: Greed, Betrayal and Pacific Island Rugby](#) [documentary – Amazon Prime]
- [Steelers, The World's First Gay Rugby Club](#) [documentary – Amazon Prime]
- [RFU Diversity, Equality & Inclusion Policy Statement](#)
- [RFU Diversity, Equality & Inclusion Action Plan](#)