



Cheltenham North RFC EQUITY STATEMENT

Cheltenham North RFC recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential members and people linked to the club.

Cheltenham North RFC aims to ensure that all people, 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 or spectator.

In its relationships with members, employees, and in its provision of services, it is the aim of Cheltenham North RFC not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.

We aim to give advice and training to all those working for or on behalf of the club. Direct discrimination is defined as treating a person less favourably than others 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 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.

Exceptions

Cheltenham North RFC reserves the right to limit the involvement in some activities to persons of specific age, gender or disability groups where it is necessary to ensure equitable, safe and equal competition.

Responsibility

Cheltenham North RFC expects all those acting on behalf of the organisation to adhere to this policy.

In pursuance of this policy Cheltenham North RFC reserves the right to discipline any of its members or employees who practice any form of discrimination on the grounds of age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.