

Tewkesbury Rugby Football Club Ltd

Founded 1881
Colours: Black & Amber
Affiliated to RFU & GRFU



Headquarters:
The Moats
Lankett Lane
Tewkesbury

TRFC Equity Policy Statement

The Club is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

The Club will ensure that equity is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Sports Equity:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse. All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity. The Club will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

TRFC is totally committed to the principals and practice of equal opportunities, both as an employer, provider and as facilitator by all its members. In our work with key partners, we will advocate our policies and make every effort to ensure that all participation has equity at its core.

Rugby is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

- **TRFC** is committed to work towards ensuring that rugby is accessible to all.
- **TRFC** recognizes the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access rugby and develop at a level that is appropriate to them.
- **TRFC** recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility.
- **TRFC** recognizes that equal opportunity is about recognizing that people are different and therefore require different provision.

Addressing Equal Opportunities

In addressing equal opportunities, TRFC will respond to issues of equity by:

- Recognising that as a club – our staff, coaches, and officials need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, etc.

In doing so TRFC supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

Entitlement: People have a right to participate in and access quality and appropriate experiences.

Accessibility: It is the responsibility of TRFC – our coaches and officials– to adapt provision to fit the needs of the many.

Inclusion: Wherever and whenever possible, all to access the same quality of provision, and if necessary to use positive action to ensure this:

Integrity: Whatever we do as a club to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Lines of responsibility

TRFC will strive to become a club that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility within the organisation.

TRFC as an employer aspires to provide a diverse workforce, which reflects that of the broader community in terms of gender, ethnicity and disability.

TRFC as a Membership Organisation is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the club.

Coaches, in our training and development of Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

Officials and Administrators

In our involvement of officials and administrators we will expect them to;

- Adopt, promote and practice the values of the Club.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.