

CARLISLE RUGBY FOOTBALL CLUB

EQUALITY & EQUITY POLICY

1. Carlisle RFC recognises the importance of equity, equal opportunity and fair treatment to all current and potential employees and members.
2. Carlisle 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.
3. It is the aim of Carlisle RFC in its relationships with members, employees, and job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements, which cannot be justified. Failure to justify may result in disciplinary action.
4. Advice and training will be offered to all those working for or on behalf of the Club.
5. Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
6. 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.
7. Carlisle RFC equity policy has the following objectives:
 - To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities currently under-represented in the game or experiencing disadvantage, poverty or health inequalities.
 - To ensure that no-one working or wishing to work for or on behalf of Carlisle RFC receives less favourable treatment on the grounds outlined in the foregoing.
 - To give clear guidance to individual working within Carlisle RFC, either employed or as a volunteer, on the commitment to equal opportunities.
 - To ensure that those who participate in Rugby Union, at all levels and in all roles, receive fair and equitable treatment.
 - To ensure that the format and content of all competitions, regulations and assessments provide equity for all, except where specific situations and conditions properly or reasonably prevent this.
 - To ensure that all materials prepared, produced and distributed by or on behalf of Carlisle RFC promotes a clear image of the profile of all those who are part of the game.
8. Carlisle RFC will seek to promote equity and equality through:
 - The monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives and development materials.

- A regular review of rules and regulations to ensure that they do not inhibit the participation of people from groups, which may suffer discrimination.
- Increasing collaboration with partner organisations to ensure equity, fair and consistent treatment of all members.
- The provision of appropriate training for all employees, members of The Committee(s) and other key volunteers of Carlisle RFC 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, Carlisle RFC may take special measures or positive action in favour of any group that is currently under represented in its membership, representative bodies or its workforce.
- Carlisle RFC recognises its obligations under:
 1. Race Relations Act 1976 (amended 2000)
 2. Equal Pay Act 1970
 3. Sex Discrimination Acts 1975, 1986, 1999.
 4. Disability Discrimination Act 1995.
 5. Rehabilitation of Offenders Act 1974
 6. Human Rights Act 1998.