

GUERNSEY RUGBY ACADEMY



EQUITY POLICY

The Guernsey Rugby Academy LBG recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential employees and members.

It 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 player, 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 the Guernsey Rugby Academy LBG 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.

The Guernsey Rugby Academy LBG adopts the RFU/RFUW Equity Policy which 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 experiencing disadvantage, poverty and health inequalities
- To ensure that no-one working or wishing to work for or on behalf of the Guernsey Rugby Academy LBG receives less favourable treatment on the grounds outlined in the policy statement above
- To give clear guidance to individual working within the Guernsey Rugby Academy LBG, 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
- 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 the Guernsey Rugby Academy LBG promote a clear image of the profile of all those who are a part of the game

N.B. The Guernsey Rugby Academy LBG reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

For further information please contact:

Rupert Pleasant
Chair
Guernsey Rugby Academy