

NORTH BRISTOL RUGBY FOOTBALL CLUB EQUALITIES POLICY

NBRFC is committed to a policy of equality in all that we do. The policy is wide ranging and we always look for ways in which we can develop it further. Our dealings include our practices as an employer as well as a rugby club. We recognise there is the ability for our actions to be considered unfair both as an employer and as a rugby club. We therefore make every effort for equality to be a part of everything we do and our commitments to equality are summarised as follows:

- Eliminating all forms of inappropriate discrimination.
- Providing equal opportunities in our employment practices.
- Taking any complaint about inequality seriously.
- Ensuring our staff and members deal with customers, members, staff, opponents, and all members of the public in a fair and non-discriminatory manner.
- Providing learning and training opportunities for all our staff.
- Continually improving in all that we do based on equality.

1. In our employment and player/member recruitment practices it is our policy to treat job applicants, employees and members in the same way, regardless of their sex, marital status, religion, sexual orientation, age, race, ethnic origin or disability. Further, the Club will monitor the composition of the club and introduce positive action if it appears that this policy is not fully effective.

2. The Club is an equal opportunity employer. Equal opportunity is about good employment practices and efficient use of our most valuable asset, our employees. The Management Committee has responsibility for the implementation of the policy. Any instance of doubt about the application of the policy, or other questions, should be addressed to the Chairman, as should any requests for special training.

3. The Club will not discriminate on grounds of sex, marital status, ethnic origin, colour, nationality, disability or other grounds of discrimination not prohibited by legislation such as sexual orientation, age, etc.

4. The policy applies to the advertisement of jobs, recruitment and appointment to them, training, conditions of work, pay and to every other aspect of club life. The policy also applies equally to

the treatment of our employees and members and to members of the public. Staff involved in recruitment in particular should request training if they have any doubt about the application of this policy.

5. Members should note that the imposition of a condition or requirement which has an adverse impact on someone, because his or her sex, race or marital status is more likely to be affected by it, will also be unlawful unless it can be justified on grounds of business need. In all such situations the Chairman should be consulted.

6. Employees or members who are disabled, or become disabled in the course of their employment, should inform and advise the Club of any "reasonable adjustments" to their employment or working conditions which they consider to be necessary. Careful consideration will be given to any proposals of this nature and, where reasonable and reasonably practicable, such adjustments will be made. There may however be circumstances where it will not be reasonable or reasonably practicable for the Club to accommodate those proposals and where less favourable treatment may be justified in accordance with the statutory provisions.

7. Any member of staff or member may use the grievance procedure to complain about discriminatory conduct. If the matter relates to sexual or racial harassment or harassment on the basis of disability, then the grievance should be raised directly with the Chairman. The Club is concerned to ensure that staff and members feel able to raise such grievances and no individual will be penalised for raising such a grievance unless it is untrue and made in bad faith.

8. Any employee or member who harasses any employee or member on the grounds of race, sex or disability will be subject to the Club's disciplinary procedure. In serious cases, such behaviour will be deemed to constitute gross misconduct and, as such, will result in summary dismissal in the absence of mitigating circumstances.

9. We will raise awareness about equality within NBRFC and provide training for our staff and members and act swiftly in the event of a complaint about the behaviour of a member of our staff or of the club invoking the disciplinary policy where justified.

10. We expect our staff and members to show respect and dignity to others, to be open and honest,

to take a stand against discrimination for example speaking out against discriminatory remarks or jokes, to be considerate of others in providing accessible information, venues and meeting places.

Monitoring

The Club will carry out monitoring to assess the effectiveness of our Equal Opportunities Policy.

Positive Action

The composition of the workforce, membership, job applicants and member applicants and the behaviour of our staff and members will be monitored on an ongoing basis. Should inequalities become apparent, positive action will be taken to redress the imbalance, including such measures such as:

- Advertising jobs in ethnic or female interest publications, as appropriate
- Encouraging under-represented groups to apply for suitable posts
- Making contact with disabled people via the local Job Centre.
- Disciplinary procedures will be utilised

Communication

This policy will be communicated to all members and employees via the website.

R Evans

Approved by NBRFC Directors – 28/11/19

Approved by NBRFC Management Committee – 5/12/19

Reviewed

27/11/2023