



HILLHEAD JORDANHILL RFC
Equity Policy



Statement of Intent

Hillhead Jordanhill RFC is committed to ensuring that rugby union is open to all and that barriers, whether real or perceived, are removed particularly in relation to those groups currently underrepresented who traditionally may not have seen rugby as their sport of choice.

Hillhead Jordanhill RFC recognises the importance of affording equity to all members, players, volunteers, whether present or potential, involved in the Club. We are determined to ensure that every person regardless of disability, gender, sex, age, sexual orientation, marital status, civil partnership status, race, colour, religious convictions, nationality or ethnic origin has a genuine opportunity to participate to their full potential at all levels and in all roles within the Club. We will operate our Club in line with the principles of the Equality Act 2010 in affording equitable opportunities to everyone involved in rugby.

To this end, Hillhead Jordanhill RFC aims to prevent any discrimination, either direct or indirect and ensure that in its relations with its members, volunteers, and players, whether current or potential, no condition or requirement is imposed which cannot be justified.

Direct Discrimination is defined as treating a person less favourably than others are or 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 protected characteristic (e.g. sex, race etc) than another and cannot be justified on grounds other than those relating to a protected characteristic.

Purpose

This policy sets out the specific objectives and actions Hillhead Jordanhill RFC will take to achieve these objectives.

Legislative Framework

In implementing this policy, Hillhead Jordanhill RFC will comply with its statutory obligations under the terms of all relevant Scottish, UK and European legislation (Appendix 1).

Objectives

Our Equity policy has the following objectives:

- To ensure that everyone who participates in rugby union, in whatever capacity, receives fair and equitable treatment.
- To adopt a planned approach to eliminating perceived barriers which discriminate against or exclude particular groups.
- To ensure that no member, player or volunteer of Hillhead Jordanhill RFC receives less favourable treatment on the grounds set out in the statement of intent and that written Policies and Procedures underpin our Equity Policy.



- To give clear guidance and communication to all individuals either governing or working for Hillhead Jordanhill RFC on its commitment to Equity.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equity for all except where specific situations or conditions properly or reasonably prevent this.
- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of Hillhead Jordanhill RFC and all relevant public statements made on our behalf reflect our commitment to equity and inclusion.

Implementation

To achieve these objectives, Hillhead Jordanhill RFC is committed to promote equity through an action plan which will cover all areas of our organisation.

A new post within the Committee will be created called the Equity Development Officer whose role is to monitor the Club's approach to the legislation and be a point of contact for any member, player, volunteer or concerned individual to make any complaints, recommendations and suggestions. The Equity Development Officer will then relay these complaints, recommendations and suggestions anonymously to the Committee for their discussion and action, if required.

The Equity Development Officer will relay quarterly reports to the Committee on the effectiveness of this policy and will make an end of year statement at the Annual General Meeting.



APPENDIX

GLOSSARY OF TERMS AND KEY LEGISLATION

Definition of Terms

Discrimination

- **Direct Discrimination** - Treating one person less favourably than another in similar circumstances.
- **Indirect Discrimination** - Imposing requirements or conditions, which on the face of it, apply equally to all but which, in practice, can be met only by certain sections of the population. Such requirements or conditions are lawful only if they can be objectively justified.

Diversity - Means respecting and celebrating individual and community differences in society.

Equal Opportunities - The prevention, elimination or regulation of discrimination between people because of their sex or marital status, race, disability, age, sexual orientation, language or social origin, or because of other personal attributes including beliefs or opinions such as religious beliefs or political opinions (Scotland Act 1998).

Equity - The state of being equal – treating individuals equally, which is not necessarily the same as treating them in the same way. In some cases the need for equity may require unequal effort to ensure that the principle of equity is achieved.

Equality = In its simplest sense, 'fairness'; the process of allocating or reallocating resources or entitlements, including power, fairly and without discrimination. It includes fairness in opportunity and the upholding of individual human rights through social justice.

Harassment - A form of discrimination that may lead to a breach of statute, as it constitutes an activity that can be detrimental to members of one particular race or sex. Harassment can be defined as an action or comment that causes persistent offence to a person or group.

Sexual Orientation - An awareness of expressions, actions, declarations, attitudes or behaviours linked to an awareness of own or other sexual identity. These identities include lesbians and gay men, bisexual women and men, heterosexual men and women, and transsexual people.

Social Inclusion - A process of tackling needs, generally for communities who are, or who have been, excluded from services and opportunities that the majority of the community has access to. Social inclusion is often used to describe places where there are excluded communities and where there is a need for actions that bring opportunities to these excluded people.

Most of these terms have been taken from the document 'The Equity Standard – A Framework for Sport' published by Sport England and supported by SportScotland.



KEY EQUITY AND ANTI-DISCRIMINATION LEGISLATION

In implementing this Equity policy HILLHEAD JORDANHILL RUGBY FOOTBALL CLUB will continue to comply with its legislative obligations, and recognises it's legal obligations under the following Acts of Parliament:

- The Equal Pay Act 1970
- The Sex Discrimination Acts 1975, 1986, 1999
- The Race Relations Act 1976 [Amendment 2000]
- The Disability Discrimination Act 2005
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974
- TheScotlandAct1998
- The Employment Equity (Religion or Belief) Regulations 2003
- The Employment Equity (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Equity (Age) Regulations Act 2006
- The Equity Act 2006
- The Civil Partnership Act 2004

HILLHEAD JORDANHILL RUGBY FOOTBALL CLUB will also comply with any relevant new equity and discrimination legislation.

If you or a friend need this leaflet translated into your language, or require it in an accessible format, please contact the Secretary at HILLHEAD JORDANHILL RUGBY FOOTBALL CLUB