

Clondalkin Rugby Football Club

Ground address: Baldonnell Farm, Clondalkin, Dublin 22, D22 Y9H9
www.clondalkinrugby.ie



CLONDALKIN RFC
FOUNDED 1973



DIVERSITY, EQUALITY & INCLUSION POLICY

CRFC_Diversity, Equality & Inclusion Policy_v2.0

Clondalkin RFC is committed to making Rugby Football accessible and open to everyone who wishes to be involved in the game. We, as a Club, recognise the importance of, and are committed to equity, diversity, equal opportunities, fair treatment and respect to all involved and employed in our Club.

We shall achieve this by upholding the principals of equal opportunity in every aspect of the work we do. We support the development and implementation of practices that do not discriminate.

The Executive Committee of CRFC fully supports this policy and is responsible for its implementation and periodic review. Everyone involved in sport has a personal responsibility to meets its requirements.

Scope of the policy

CRFC recognises its responsibilities in respect of ensuring that its policies and procedures benefit not only its members but also the local community and will ensure that it engages with local partners and organisations.

The Executive Committee is responsible for the implementation and effectiveness of the Policy, but the success of the Policy depends on the commitment of all the members.

The Executive Committee is also responsible for establishing equality indicators and for devising and implementing positive action plans where appropriate.

The purpose of this Policy is to set out our commitment to and further the work with regard to equality, diversity and inclusion. It also outlines our targets, setting out the mechanism for implementing, monitoring, and co-ordinating progress towards the achievement of our policy objectives.

Policy Objectives

- To raise awareness of Equality through Sport
- To continually monitor the Club's activities and action plan
- To adopt a planned approach to eliminating barriers which discriminate against targeted groups
- To ensure that no one attending the Club receives any less favourable treatment than anyone else
- To demonstrate good practice, working collaboratively with community partners
- To value diversity, commit to equality, provide dignity and respect and sport for all

Policy Statement

- a) CRFC is committed to operating in accordance and within the Employment Equality Act 1998 and the Equal Status Act 2000.
- b) CRFC acknowledges their responsibility for setting standards and values which will apply throughout the Club and at every level of activity.

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- c) It is the aim of CRFC, through relationships with its members and visitors that everyone will be treated fairly, with respect and on an equal and non-discriminatory basis. We endeavour not to place any individual at a disadvantage by imposing conditions or requirements which cannot be justified.
- d) CRFC will ensure that all participants involved in all aspects of Rugby Football or other pastimes or social activity will be given equal opportunity irrespective of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.
- e) CRFC is committed to eliminating discrimination by reason of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.
- f) CRFC will ensure that all members of the community have access to and have the opportunity to take part in, and enjoy, our programme of activities, competitions and events.
- g) CRFC will not tolerate harassment, bullying, abuse or victimisation of any individual, including sexual or racially based harassment or other discriminatory behaviour, whether verbal or physical and will work to ensure such behaviour is met with appropriate action in whatever context it may occur.
- h) The Executive Committee is committed to the immediate investigation of any complaints of discrimination on the above grounds once they are brought to its attention.
- i) We will apply the principles of equal opportunity to all areas of our activity namely; Recruitment and Training of Coaches and Officials.

The Executive and Committees of CRFC believe that equality of equal opportunity and diversity is vital to its success and an essential pre-requisite to the achievement of its goals, in the delivery of the best possible facility that is accessible, appropriate and responsive to meeting the diverse needs of individuals

Provision of Physical Access

- The practical application of the above Policy Statement has included a review of the Club facilities.
- Ramps have been installed where necessary to provide access to the Clubhouse.
- Toilets have been provided for those with Special Need Requirements.

Terminologies and Descriptions

Direct Discrimination occurs when a person is treated less favourably than another person because of a protected characteristic. Direct discrimination also includes discrimination because a person is wrongly thought to have a particular protected characteristic or is treated as if they do.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual. It may be related to gender, Gender reassignment, and race, Disability, sexuality, age, religion, nationality or any personal characteristic as an individual.

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Indirect Discrimination occurs where the effect of certain requirements, provisions or practises imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group, the rule is to their advantage and it cannot be justified on other grounds.

Discrimination arising from Disability occurs when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified. Treatment can be justified if it can be shown that it is intended to meet a legitimate objective in a fair, balanced and reasonable way. If this can be shown then the treatment can be lawful. This form of discrimination can occur only if the Club (or Person from the club) knows or can reasonably be expected to know that the disabled person is disabled.

Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.

Prejudice is literally pre- judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

Social exclusion is when people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environment or lack of facilities.