

1.1 EQUITY & EQUAL OPPORTUNITIES POLICY

Upton RFC operates an equal opportunities policy in both employment and membership and is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sport equity:

“Sports equity” is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.”

The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, political or social/economic status - giving everyone a genuine and equal opportunity to participate in Rugby Union at all levels and in all roles. That is beginner, participant, or performer, coach, official, manager, administrator or spectator.

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse. All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The Club will deal with any incidence of discriminatory behaviour seriously, according to the Club’s disciplinary procedures. Any prospective employees of the Club are not discriminated against on the basis of social background, age, sex, gender, disability, colour, race, creed, sexual orientation, religious belief, social/economic status or political persuasion.