



## Peterborough Rugby Union Football Club

### Club Welfare Policy

#### Equity Policy

Peterborough Rugby Club recognises the importance of affording equity, equal opportunity and fair treatment to all players, present and potential employees and members. It will follow the RFU/RFUW policy on all matters relating to equity as follows:

The Club 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 club activities at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, referee, manager, administrator or spectator.

It is the aim of the Club in its relationships with its members, employees, job applicants and in the provision of its services, 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

Where necessary advice and training will be given to all those working for or on behalf of the Club.

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 considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.