

Registered Office:
The Woodlands Memorial Ground
Blackpool Road
Ansdell
Lytham St Annes
Lancashire FY8 4EL



Registered No: 29500R
Telephone: 01253 734733
Email: info@fylderugby.co.uk
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FYLDE RUGBY FOOTBALL CLUB LIMITED

Gender Discrimination Policy

1. Purpose

The purpose of this Gender Discrimination Policy is to promote a workplace that is free from discrimination based on gender. This policy outlines the expectations for all employees, managers, and stakeholders in the organization to prevent and address gender-based discrimination, ensuring an inclusive, respectful, and equitable environment.

2. Scope

This policy applies to all employees, contractors, applicants, interns, visitors, and any other individuals who engage with the organization. It covers all aspects of employment, including but not limited to recruitment, hiring, promotions, training, compensation, benefits, performance evaluations, and termination.

3. Definitions

Gender Discrimination: Treating an individual unfairly or less favorably based on their gender or gender identity. This includes, but is not limited to, unequal treatment regarding job responsibilities, hiring, pay, promotions, or opportunities due to gender.

Sexual Harassment: Unwanted or inappropriate behavior of a sexual nature that creates a hostile work environment.

Gender Identity: A person's internal sense of their own gender, which may or may not align with the sex they were assigned at birth.

4. Policy Statement

Our organization is committed to creating and maintaining an environment where all employees are treated with dignity and respect, regardless of their gender. The organization will not tolerate any form of gender discrimination, harassment, or bias, and is committed to addressing and rectifying any occurrences of gender-based unfair treatment promptly.

5. Prohibited Actions

Gender discrimination includes, but is not limited to:

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Hiring or Promotion Bias: Selecting, promoting, or compensating an employee based on gender rather than qualifications or performance.

Pay Inequality: Offering unequal pay for equal work or job responsibilities based on gender.

Sexual Harassment: Unwelcome sexual advances, comments, jokes, gestures, or any behavior that creates a hostile work environment.

Exclusion: Preventing individuals from participating in work-related activities or discussions based on their gender.

Retaliation: Any form of retaliation against individuals who report gender discrimination or participate in investigations.

6. Reporting and Complaint Procedures

Employees who believe they have been subjected to gender discrimination should:

Report the matter to their immediate supervisor, Human Resources (HR), or any designated authority.

If the issue involves their supervisor or if they feel uncomfortable reporting to HR, employees can approach any other member of the management team or an external hotline if provided.

All complaints will be treated confidentially to the extent possible, and will be investigated promptly and thoroughly.

Employees will not face retaliation for reporting gender discrimination, and those who experience retaliation should report it immediately.

7. Investigation and Resolution

Upon receiving a complaint, FRUFC will:

Acknowledge receipt of the complaint within a specified period.

Investigate the matter fairly, impartially, and thoroughly.

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Take corrective actions where necessary, which may include disciplinary measures, training, or policy revisions.

Provide feedback to the complainant (if appropriate) and any involved parties.

8. Disciplinary Action

Violations of this policy may result in disciplinary action, up to and including termination. The severity of the action will depend on the nature of the violation and may range from counseling or training to suspension or dismissal.

9. Training and Education

The organization will provide regular training for employees at all levels to:

Promote understanding of gender discrimination and bias.

Raise awareness of gender-related issues in the workplace.

Ensure that all employees are aware of their rights and responsibilities under this policy.

Foster a culture of respect and inclusion.

10. Responsibilities

Management: To model inclusive behavior, enforce the policy, and ensure an environment free from discrimination: To provide support, training, and ensure proper enforcement of the policy.

Employees: To treat all colleagues with respect and report any concerns or complaints related to gender discrimination.

11. Policy Review

This policy will be reviewed annually, or more frequently if required, to ensure its relevance and effectiveness. Any necessary amendments will be communicated to all employees.

12. Conclusion

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Gender equality is a core value of this organization. We are committed to ensuring a fair and inclusive workplace where everyone, regardless of their gender, can succeed and contribute to our shared goals.

This policy should be disseminated to all employees, and regular updates should be provided to ensure ongoing compliance and commitment to a discrimination-free environment.