

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

Rugby Club Discrimination Policy

Purpose

The purpose of this policy is to ensure that everyone involved with the rugby club – players, coaches, officials, members and spectators – is treated fairly, with dignity and respect, and that the club maintains a culture of inclusion and equality. The policy is designed to prevent all forms of discrimination, harassment, and bullying based on race, ethnicity, gender, sexual orientation, disability, religion, age, or any other characteristic protected by law.

Scope

This policy applies to all club members, including:

- Players
- Coaches and team management
- Match officials and referees
- Volunteers and administrators
- Members
- Supporters and spectators

Definition of Discrimination

Discrimination refers to unfair treatment of an individual or group based on personal characteristics or attributes, including but not limited to:

- Race, ethnicity, and nationality
- Gender and gender identity
- Sexual orientation
- Disability
- Age
- Religion or belief
- Pregnancy or maternity
- Marital or civil partnership status

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Discrimination can take various forms, including:

Direct discrimination: Treating someone less favorably than others due to their protected characteristic.

Indirect discrimination: When a rule or policy applies to everyone but disproportionately disadvantages individuals with a certain characteristic.

Harassment: Unwanted conduct related to a protected characteristic that violates someone's dignity or creates an intimidating, hostile, or degrading environment.

Victimisation: Treating someone unfairly because they have made or supported a complaint about discrimination or harassment.

Commitment to Equal Opportunities

The club is committed to:

Providing equal opportunities for all members, ensuring that no individual or group is unfairly excluded or disadvantaged.

Encouraging diversity at all levels of the club.

Promoting positive role models and leadership that reflect the diversity of the community.

Responsibilities of Club Members

Treat others with respect, kindness, and fairness, irrespective of differences in race, gender, disability, or other personal characteristics.

Participate in club activities without engaging in discriminatory or offensive behavior.

Report any instances of discrimination, harassment, or bullying to the designated safeguarding officer or other responsible person.

Support the club in fostering an inclusive and respectful environment.

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Disciplinary Procedures

Any member found in violation of this policy will be subject to the club's disciplinary procedures, which may include:

- Informal discussion and guidance.
- Formal written warnings.
- Suspension from matches or events.
- Expulsion from the club.
- Reporting Mechanism

Members should report any incidents of discrimination or harassment to the designated safeguarding officer or club president.

Reports will be handled confidentially and investigated promptly.

The club will ensure that individuals who report discrimination are protected from retaliation or victimization.

Training and Awareness

The club will provide regular training on discrimination and inclusion, ensuring that all members understand their rights and responsibilities under this policy. This training will be mandatory for players, coaches, and officials.

Monitoring and Review

The club will regularly review this policy to ensure that it remains effective and up-to-date with any changes in legislation or best practices in the area of equality and diversity.

Conclusion

The rugby club is committed to creating an environment where everyone can participate in rugby without fear of discrimination, harassment, or exclusion. By working together, we can maintain a culture of fairness, respect, and inclusion.