



Introduction to inclusion

Our 'People Vision' is to make a place where we know and care for our people. In its simplest form, this means knowing that all our colleagues are different, yet caring for them equally at all times. We want Hampshire RFU and its member clubs to be a place where every players experience is fair and inclusive. We support a truly diverse range of people and strive to create a good home for everyone.

We don't discriminate in any of our policies, processes, or ways of working. We take a proactive approach that keeps us ahead of the changing environment and enables players to be at their best.

what are our commitments?

We're committed to promoting inclusion, fairness, and respect throughout the club by encouraging equality, diversity and eliminating unlawful discrimination for all. We do this as part of everyday good practice because - quite simply – it's the right thing to do. So, we

- provide equal opportunities within our policies and procedures, dealing with grievances and disciplinarys,
- do not unlawfully discriminate with regards to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origins), religion or belief, sex (gender), sexual orientation, and membership of the traveller community.
- oppose all forms of bullying, harassment, and unlawful discrimination and we promote positive and effective working relationships. We have processes and policies in place to deal with complaints of bullying, harassment and discrimination and we ensure problems are dealt with quickly and professionally.
- promote an inclusive culture through learning and development initiatives which are designed to improve team awareness and capability ensuring we create a future we are all part of
- support players who have or develop a disability and will put in place reasonable adjustments to their club environment and routine, where appropriate, to help overcome or minimise challenges.
- collect and hold equal opportunities monitoring information (which is voluntary and will be treated confidentially if provided) in respect of players and members. We review this information quarterly, and where appropriate, we take steps to identify areas for improvement which will ensure Hampshire RFU remains a club for everyone
- make recruitment and selection decisions based on merit, whether that's for employment, promotion, training or other developmental opportunities.
- what are my responsibilities as a player/member?

It's down to you to help create an inclusive and welcoming environment for everyone. This means that you:

- openly support and proactively encourage inclusion
- question how your everyday decisions align with the spirit of inclusion
- don't discriminate against, bully or harass other people including current and former players, members, customers, suppliers, and visitors



- challenge any questionable behaviour and/or practices where it is appropriate to do so, and
- escalate any concerns in a timely manner – informally, by speaking to safeguarding representative, or by following the steps set out in the Grievance Policy.
- what are my responsibilities as a club?

In addition to the responsibilities set out above, as club you should ensure that you:

- set appropriate standards of behaviour and lead by example
- promote an environment where everyone is free to challenge unacceptable behaviour
- ensure there is no discrimination, including harassment or victimisation against any individual, and
- investigate any concerns and grievances in a timely manner
- contact the safeguarding officer from the outset whenever a grievance is raised (informal or formal)
- about our policies

Our policies have been designed to create the best environment for our players to support the ongoing success of our club. It's important you understand the content so that you can play your part. Any breaches to this policy may result in an investigation that could lead to disciplinary action up to and including dismissal.

Additional Resources / queries

If you're a player and you have any queries regarding this policy you should speak to your club safeguarding or D&I rep

If you're a player and you'd like advice on the application of this policy, you should contact D&I rep.

This policy is non-contractual and can be amended at any time, so please ensure you're reading the most recent version available on the Club Team App Site