



WIGAN ST. PATRICKS ARLFC

EQUALITY POLICY



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Wigan St. Patricks ARLFC

Equality Policy

1. Aim of the Policy

The sport of rugby league belongs to, and should be enjoyed by, everyone equally and should be available to anyone who wishes to participate.

The aim of this Policy is to ensure that everyone with whom Wigan St. Patricks ARLFC is associated or comes into contact is treated fairly and with respect and that the Club and its facilities are equally accessible to everyone.

2. Purpose of the Policy

Wigan St. Patricks ARLFC is responsible for setting the standards and values that apply throughout the Club at every level of its activities and is committed to equal opportunities for all and to confronting and eliminating discrimination in any form, whether by reason of age, gender, sexual orientation, gender reassignment, marital, family or civil partnership status, pregnancy or maternity, race, nationality, ethnic origin, colour, religion, belief, ability, disability, political persuasion, trade union membership or social or economic status.

The purpose of this Equality Policy is to confirm these commitments and to promote and support their achievement.

3. Equality Policy Statement

- Wigan St. Patricks ARLFC will, at all times, treat every person fairly and with respect and will provide equal access and opportunities for all members of the community to take part in, and enjoy, its facilities and activities.

- Wigan St. Patricks ARLFC will not discriminate, or in any way treat anyone less favourably, in any of its activities on the grounds of their age, gender, sexual orientation, gender reassignment, marital, family or civil partnership status, pregnancy or maternity, race, nationality, ethnic origin, colour, religion, belief, ability, disability, political persuasion, trade union membership or social or economic status.
- Wigan St. Patricks ARLFC will not tolerate any form of intimidation, harassment, bullying, abuse or victimisation of any individual and, for the purposes of this Policy and the actions and sanctions that apply, will treat such behaviour as discrimination. This behaviour includes any form of sexual or racially based harassment or any other discriminatory behaviour, whether physical or verbal.
- Wigan St. Patricks ARLFC will ensure that any instance of discriminatory behaviour that is brought to, or comes to, its attention involving a Club member or anyone who is associated with the Club, in whatever context it occurs, is immediately investigated and is met with the appropriate action or sanction.
- Wigan St. Patricks ARLFC will operate an equal opportunities policy in the recruitment, selection, training and promotion of coaches, administrators, volunteers and staff at all levels of the Club and all decisions in this regard will be based solely on merit and ability.
- Wigan St. Patricks ARLFC is committed to the equal treatment of all Club members and of all other persons associated with the Club or with whom the Club comes into contact and requires, as a condition of their membership, that all Club members abide and adhere to the commitments outlined in this Policy and to the requirements of all relevant equalities legislation, in particular the Equality Act 2010 and all amendments or replacements to that Act.
- Wigan St Patricks ARLFC subscribes to the Rugby Football League's Equal Opportunities Policy and to its "Tackle It!" Policy to address racism in rugby league and endorses and adopts the Policy Statements contained in each of those documents (see Appendices 1 and 2 below).
- Wigan St. Patricks ARLFC is committed to taking positive action to address any inequalities that may exist and to the development of a programme of ongoing training and awareness raising events and activities, both within the Club and as organised from time to time by the Rugby Football League or the British Amateur Rugby League Association ("BARLA"), in order to promote equality and equal opportunities within rugby league and the eradication of all forms of discrimination.

- Wigan St Patricks ARLFC will monitor the performance and achievement of the commitments outlined in this Policy on a continual basis throughout the year and will at the end of each season consider and complete an Equality Action Plan (as shown at Appendix 3 below) to establish the Club's current position in terms of equality and the steps that can be taken to improve and increase the accessibility of the Club and its facilities to all members of the community.
- This policy has been approved and is fully supported by the Committee of Wigan St. Patricks ARLFC and by the Club Welfare Officer, who is responsible for its implementation.

4. Approval and Implementation of the Policy

This Equality Policy has been approved and is fully supported by the Committee of Wigan St Patricks ARLFC and by the Club Welfare Officer, who is responsible for its implementation. The policy was accepted and adopted by the Club on 27th April, 2011 and replaces all previous versions prior to that date.



Club Equal Opportunities Policy

WIGAN ST. PATRICKS AMATEUR RUGBY LEAGUE CLUB affirms its commitment to the equal treatment of all and will not tolerate discrimination on the grounds of age, ethnic origin, gender, gender reassignment, disability including, physical impairment, learning needs, mental health status or sensory impairment, class or social background, religion/belief, sexual orientation, marital or family status, pregnancy, colour or political persuasion or trade union membership or by any other condition or requirement which cannot be shown to be justifiable

1. The key principles of the RFL Equal Opportunities Policy are:
 - A commitment to the principles of equal opportunities and to ensuring that the culture, philosophy and processes within the club and the Game are free from bias and discrimination
 - To recognise the expertise, abilities and needs of every individual and by acknowledging the right to dignity and respect of every human being.
2. The RFL will provide information and updates in relation to any changes in legislation or policy changes by the governing body that could impact on the policies and practices of the club. This club agrees to implement such policies
3. This Club will ensure all players, match officials, coaches, staff, paid or volunteers are aware of this policy and the endorsement that the club has given.
4. This Club supports the RFL's Equal Opportunities policy. This club will take appropriate actions following reports of discrimination, harassment or abusive language throughout the game.
5. Further advice on Equality and Diversity can be obtained from:
 - CEHR www.equalityhumanrights.com
 - Equality Standard Bulletins www.brassingtonweb2.co.uk

The RFL Equality and Diversity Manager can be contacted on 0844 477 7113 Option 6 or by emailing to sarah.williams@rfl.uk.com or writing to the Equality and Diversity Manager the RFL, Red Hall, Red Hall Lane, Leeds, LS17 8NB. General advice is available at www.rfl.uk.com

Signed on behalf of Wigan St. Patricks Amateur Rugby League Club
by:

		Chairperson
Name	_____ Jodie Whittle _____	
Date	_____ 27th April, 2011 _____	



Club Tackle It! Policy

WIGAN ST. PATRICKS AMATEUR RUGBY LEAGUE CLUB acknowledges its responsibility in line with the principles of Tackle It!

Zero Tackle – Zero Tolerance

- The Club has a policy of ZERO TOLERANCE of racism in any form

First Tackle - Policies

- The Club has made a **commitment to ensuring that players, spectators, staff and volunteers can enjoy an environment free of discrimination and racism and has** the written policies, regulations and conditions in place to support this commitment.

Second Tackle – Communication

- The Club has nominated a senior member of staff or Officer to take a lead on its policies on racial equality and has published its policies, ground regulations and other documents which support the Club's commitment.

This person is _____

- The club also commits to using all available means within its ground to communicate its anti racism stance including programme & scoreboard notices and PA announcements.

Third Tackle – Prevention

- The Club undertakes to Prevent spectators who take part in racist chanting, abuse or harassment from attending matches at their grounds and will ensure that any spectator who takes part in racist chanting, abuse or harassment is ejected from the ground - where an individual cannot be identified warnings should be issued with the ultimate sanction that the game be abandoned.
- The club also commits to take specific action in line with the club's policy against players, officials or spectators who engage in racist chanting or abuse or harassment

Fourth Tackle – Education & Procedures

- The Club will adopt the RFL Equity Statement and ensure that Equality and Diversity training is delivered to all relevant staff.

Fifth Tackle – Partnership & Diversity

- The Club will undertake to co-operate to their best endeavours with BME (Black and Minority Ethnic) community leaders, groups, agencies, and media outlets as they seek to promote awareness of ethnicity and associated inclusion issues and to combat racism and to ensure that development strategies reflect the need to encourage involvement in Rugby League across all communities including black and minority ethnic communities

Sixth Tackle – The Outcome

- The Club is committed to ensuring Rugby League is a truly inclusive, uncompromising, family game.

Signed on behalf of Wigan St. Patricks Amateur Rugby League Club
by:

_____ Chairperson
Name Jodie Whittle
Date 27th April, 2011

Equality Action Plan



WIGAN ST. PATRICKS ARLFC

What type of club are we?

e.g. performance/development/recreational/other

What are the barriers/issues that stop us growing as a club?

- 1.
- 2.
- 3.

Where are we now?

Category	Number
Total number of adult males	
Total number of adult females	
Total number of males Under 17 to Under 18 inclusive	
Total number of females Under 17 to Under 18 inclusive	
Total number of males Under 12 to Under 16 inclusive	
Total number of females Under 12 to Under 16 inclusive	
Total number of males Under 7 to Under 11 inclusive	
Total number of females Under 7 to Under 11 inclusive	

Black & Minority Ethnic Monitoring	
(The figures below should also be included in the previous categories table)	
Number of Males Under 17 to Under 18 - Black and Minority Ethnic	
Number of Females Under 17 to Under 8 - Black and Minority Ethnic	
Number of Males Under 12 to Under 16 - Black and Minority Ethnic	
Number of Females Under 12 to Under 16 Black and Minority Ethnic	
Number of Males Under 7 to Under 11 - Black and Minority Ethnic	
Number of Females Under 7 to 11 Black and Minority Ethnic	

Description of current situation (eg details of your current membership levels, location and overall population, secondary and primary schools and/or similar clubs in your community from your sport):

For further information of where your club is situated go to:
<http://www.neighbourhood.statistics.gov.uk/dissemination#>

To find out the names of secondary schools within a catchment area of your club you can contact your local education authority or go to:
http://www.dcsf.gov.uk/performanceables/schools_07.shtml

To find out the names of primary schools within a catchment area of your club you can contact your local education authority or go to:
http://www.dcsf.gov.uk/performanceables/primary_07.shtml

Where are we going?

Having identified the location of our club and its community compared to our current membership who do we realistically want to encourage into our club?	
Do we feel able as a club to increase the opportunities for disabled participants?	
If so, what can we offer?	

How will we get there?

Objective	Who	What	Where	When	Completed by	Resources	Outcome