

Musselburgh Rugby Football Club

Equality, Diversity & Inclusion Policy

This policy was created in collaboration with LEAP Sports Scotland

Mission Statement

Musselburgh RFC are fully committed to promoting equal opportunities for everyone to participate in rugby at all levels and that no individual is discriminated against, regardless of their protected characteristic as identified within the Equality Act 2010. This belief is carried out through our club's core values of Integrity, Respect and Inclusion within all areas of the club.

As a full member of Scottish Rugby Union we fully back their Equality Commitment in making Rugby a sport for all by ensuring that we remove any barriers, both real and perceived.

Scope of the Policy

MRFC recognises its responsibilities in respect of ensuring that its policies and procedures benefit not only its members but also the local community and will ensure that it engages with local partners and organisations.

The Musselburgh RFC Board is responsible for the implementation and effectiveness of the Policy, but the success of the Policy depends on the commitment of all people associated with the club.

The Musselburgh RFC Board is also responsible for establishing equality indicators and for devising and implementing positive action plans where appropriate.

The purpose of this Policy is to set out our commitment to and further the work with regard to equality, diversity and inclusion. It also outlines our targets setting out the mechanism for implementing monitoring and coordinating progress towards the achievement of our policy objectives.

Policy Objectives

- To raise awareness of Equality, Diversity and Inclusion within rugby
- To continually monitor the club's activities and action plans.
- To ensure that no one attending the club receives any less favourable treatment than anyone else.
- To ensure that the club provides a safe space for anyone who wishes to engage with the sport in any capacity.
- To demonstrate good practice, working collaboratively with community and national partners.
- To value diversity, commit to equality, act with integrity and respect and sport for all.



Policy Statement

Musselburgh RFC will therefore:

- Provide a warm and welcoming environment for all participants, members and visitors from all sections of the community regardless of background or ability
- Commit to taking steps to develop a culture which prevents individuals, including players, members, officials, coaches, volunteers, staff, and supporters being discriminated against on the grounds listed within the Equality Act 2010
- Acknowledge responsibility for setting standards and values which apply throughout the Club at all level of activity.
- We will ensure that all participants involved in all aspects of Rugby Football or other pastimes or social activity will be given equal opportunity irrespective of age, gender (including transgender or non-binary people), marital status, sexual orientation, race, ethnic origin, religion or belief, ability or disability.
- We will ensure to adhere to Scottish Rugby's Transgender Policy and support any person identifying as transgender in gaining permission from Scottish Rugby to participate in the sport safely within their chosen gender's competition. (Hyperlink to SRU Policy will be attached).
- Tackle appropriately any incidents of discrimination, harassment or victimisation that are brought to Musselburgh RFC's attention
- Comply with our legal and moral obligations to eliminate discrimination, harassment and victimisation, and to improve equality
- We will not tolerate harassment, bullying, abuse or victimisation of any individual, including sexual or racially based harassment or other discriminatory behaviour, whether verbal or physical and will work to ensure such behaviour is met with appropriate action in whatever context it may occur.
- The Musselburgh RFC Board is committed to the immediate investigation of any complaints of discrimination on the above grounds once they are brought to its attention. – see Complaints Procedure below.
- Nominate a responsible person for overseeing, implementing and monitoring an equality policy within Musselburgh RFC, ensuring members are aware of this point of contact in case of any concerns that the policy has been breached
- Review the policy in line with any legislation change or after every 3 years