



Strathmore Community Rugby Trust

Inchmacoble, Forfar, Angus, DD8 1RL

Equity Policy

Policy Statement

Strathmore Community Rugby Trust is committed to ensuring that Trust activities is open to all and that barriers, whether real or perceived, are removed.

The Trust recognises the importance of affording equity to all participants, volunteers and present and potential employees involved in activities associated with the Trust. We are determined to ensure that every person has genuine opportunity to participate within the Trust and Trust activities regardless of disability, sex, age, sexual orientation, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, (together the Protected Characteristics' under the Equality Act 2010).

Legal Obligations

Strathmore Rugby Community Trust aims to prevent any discrimination, either direct or indirect and ensure that, in its relations with participants and employees (current and potential) no condition of requirement is imposed which cannot be justified.

Definitions

Direct discrimination – treating a person less favourable than you would treat others because of a protected characteristic

Indirect discrimination – occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a larger proportion of people of one protected characteristic than another cannot be justified on grounds other than those relating to a protected characteristic.

Positive actions

The principle of Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restricts the opportunity for all sections of the community to participate equally and fully.

The Trust will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access and participation in Trust activities by people from any group that is under-represented or has difficulty accessing such activities.

The Trust will ensure that everyone who wishes to will have equal opportunity to participate at all levels and in all roles, whether that as a beginner, athlete, elite athlete, or as a coach, manager, employee, administrator or official.



Strathmore Community Rugby Trust

Inchmacoble, Forfar, Angus, DD8 1RL

Implementation

The following steps will be taken to promote equity in Trust activities:

- A copy of this document will be made available
- The Trust Chairperson will take overall responsibility for ensuring that the policy is observed
- Trustees will take full account of the policy in arriving at all decisions in relation to activities of the Trust
- The Board of Trustees will ensure all employees and volunteers are appropriately trained to meet the needs of participants (which will be assessed following recommendations from an appropriately identified governing or lead organisation).

Responsibility, monitoring and evaluation

The Trust will be responsible for ensuring the implementation of this policy.

All activities and initiatives will be reviewed against the aims of the policy as required.

The Trust will be responsible for update the policy as necessary if there are any changes in the legislation.

Complaints and compliance

In accordance with the Trusts grievance and disciplinary policies, the Trust will investigate any reports of alleged breaches of the Equity Policy and take appropriate disciplinary action based in the outcome of the investigation. Any complaint or grievance will be dealt with vis the appropriate policy or procedure.

Any person who believes that he or she has been treated in a way they consider to be in breach of this policy should raise their complaint by contacting chair@strathmoretrust.co.uk.