

EQUALITY, DIVERSITY & INCLUSION POLICY

1. Objective of this policy

Rugby's core values are: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship.

The UK Sports Governance Code (the Code) requires sports organisations to “recruit and engage people with appropriate diversity, independence, skills, experience and knowledge to take effective decisions that further the organisation’s goals.”

The objective of this policy is to set Middlesex County RFU Limited’s (‘the County’) commitment to the core values, the Code and the principles of equal opportunities for all of the people involved in the activities of the County be them players, coaches, referees, volunteers or supporters.

It outlines:

- Our approach to equal opportunities for all of our people
- Our approach to promoting diversity in the Middlesex Rugby community
- What all our people can do to try and promote equal opportunities
- The legal requirements with regards to unlawful discrimination

2. Scope

The Policy relates to all Officers, Management Board members, Committee Members, employees and volunteers carrying out activities for the County.

3. Audience

All members of the Middlesex Rugby community.

4. Policy statement

The County is committed to providing equal opportunities in its activities and to avoid unlawful discrimination. It is committed to promoting diversity, in its widest sense, in the composition of its Board, Committees and volunteers such that it reflects wider society and in particular Middlesex.

It is our responsibility to ensure that everyone is treated with dignity and respect, and all our people are treated equally and fairly.

We will actively seek to promote greater diversity in the County's Management Board, Committees, players, coaches, referees and volunteers.

We will not tolerate any form of discrimination or harassment and are fully committed to promoting equality, diversity and inclusion. All employees and volunteers will receive fair and equal treatment.

We will never victimise anyone who makes a legitimate complaint if they, or somebody else, is being harassed or discriminated against.

This policy is underpinned by the following further commitments and aims:

- An environment free from all forms of unlawful discrimination, including victimisation and harassment
- Fair and equal treatment throughout the relationship with the County
- A County-wide understanding of the message promoted by this policy
- An awareness and understanding of rights and responsibilities under the policy
- A policy of ensuring opportunities are open to all suitably qualified candidates so that we recruit from the largest possible pool of available talent and recruit the best qualified individuals
- A commitment to regularly review this policy and our practices to identify issues and eliminate any unlawful discrimination or other unacceptable behaviour we may find.

All our people share the responsibility to support the County's commitment to provide equal opportunities in all of the County's activities, and to avoid unlawful discrimination.

Any act of discrimination, bullying, harassment or victimisation against either our people or any third party will be a disciplinary offence and will be dealt with under our Discipline Policy. This Policy should be read in conjunction with our Discipline Policy.

5. Legal Requirements

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or a civil partner. These are termed 'protected characteristics'.

Information about an Individual's protected characteristics is special category data under the GDPR and UK data protection legislation which must be accorded additional security when handling and disclosing this data in accordance with Middlesex Data Protection Policy.

Types of unlawful discrimination

- **Direct discrimination** is where an individual is treated less favourably than another because of a protected characteristic

- **Indirect discrimination** is where a requirement or condition is applied, which is not objectively justified, and which in practice has a considerably more adverse effect on an individual or group who have relevant protected characteristics, compared to those who do not

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- **Associative discrimination** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic
- **Perceptive discrimination** is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when in reality they may or may not
- **Bullying and harassment** is where there is unwanted conduct, related to one of the protected characteristics, that has the purpose or effect (intentional or not) of violating an individual’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment
- **Victimisation** occurs where an individual is subject to a detriment, such as being denied an opportunity because they made or supported a complaint or grievance, or because they are suspected of doing so
- **Third-party harassment** occurs where an individual is harassed by third parties such as clients, suppliers or visitors in relation to a protected characteristic
- **Failure to make reasonable adjustments** is where a physical feature or a requirement, condition or practice puts a disabled individual at a substantial disadvantage compared with another who does not have that protected characteristic, and reasonable adjustments are not made to enable the disabled individual to overcome the disadvantage.

6. Grievances

If an individual considers that they (or a colleague) may have been unlawfully discriminated against, they should make a complaint through the Chair of the Middlesex Management Board or the President of the County. All such complaints will be treated in confidence and will be investigated appropriately and dealt with in accordance with this Policy.

7. Owner of this Policy

This policy is owned by the Secretary and approved by the Middlesex Management Board.

This policy will be reviewed and updated annually.

8. Document Approval History

Date	Version	Document Approver	Comment
10 November 2020	Version 1	Middlesex Management Board	To be reviewed in November 2020

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