



## **EQUAL OPPORTUNITIES POLICY**

Canterbury RFC is an equal opportunities organisation and is committed to a programme of action to make this policy fully effective. The aim of this policy is to ensure that no member receives less favourable treatment on the basis of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trades union activity and age.

All members will be given equal opportunity within the organisation and will be encouraged to progress within the organisation. To ensure that no direct or indirect discrimination is occurring, recruitment and other membership decisions will be regularly monitored in conjunction with ethnicity, gender and disability records of all applicants and existing members.

Canterbury RFC will put into practice this policy by:

- Ensuring that no member is subject to victimisation, discrimination and harassment of any kind, and by making it clear to all that these are offences which contravene the organisations ethos
- Endeavouring to ensure that the club house is accessible and managed to suit the needs of all members and guests, as is reasonably practicable and possible
- Ensuring that all members know and understand this policy.



For further information contact the club's

**Safeguarding Officer:**

**Steve Blanche**

Steve.blanche@yahoo.com or

07966454159