

**SUPERMARINE RUGBY FOOTBALL CLUB**

Affiliated member of Dorset & Wilts. RFU

Member of the RFU and England Rugby



**Supermarine RFC Equality, Diversity & Inclusion Policy**

Last updated: August 2025

**1. Policy Statement**

Supermarine RFC is fully committed to the principles of equality, diversity and inclusion and strives to ensure that everyone – players, coaches, volunteers, officials, parents, and supporters – feels welcome, respected and able to participate fully in the life of the club.

We aim to provide a safe and inclusive environment where individuals are valued for their contribution and are given equal opportunities, regardless of their:

* Age
* Gender or gender identity
* Race, ethnicity or nationality
* Sexual orientation
* Religion or belief
* Disability or health status
* Marital or civil partnership status
* Pregnancy or maternity
* Socio-economic background

Discrimination, harassment, victimisation or bullying of any kind will not be tolerated.

**2. Purpose of this Policy**

The purpose of this policy is to:

* Promote fairness and respect throughout all areas of the club’s activity.
* Ensure that all members, staff, and volunteers understand their responsibilities.
* Encourage diversity and remove barriers to inclusion in rugby.
* Prevent discrimination and create a culture of accountability.

**3. Scope**

This policy applies to:

* All members of Supermarine RFC (players, coaches, officials, volunteers, supporters)
* All activities run by or affiliated with Supermarine RFC
* All settings, whether on club premises or representing the club externally

**4. Our Commitments**

Supermarine RFC commits to:

* Creating an inclusive environment where everyone is treated with dignity and respect.
* Providing equal access to opportunities in playing, coaching, refereeing, volunteering and leadership.
* Taking positive action to redress imbalances in participation and representation.
* Educating our members and staff about inclusion and unconscious bias.
* Addressing and challenging discrimination wherever it is found.

**5. Responsibilities**

Club Committee

* Has overall responsibility for ensuring this policy is implemented and upheld.
* Will lead by example in promoting inclusive behaviour and decision-making.

Equality, Diversity & Inclusion Lead (if appointed)

* Oversees the club’s EDI action plan and acts as a point of contact for EDI issues.
* Coordinates awareness and training opportunities.

Coaches & Team Managers

* Must promote inclusive team environments.
* Challenge any inappropriate behaviour or language.
* Encourage participation by all and adapt practices where required.

All Members & Visitors

* Are expected to treat others with dignity and respect.
* Must not discriminate, harass or victimise others.
* Should report any breaches of this policy to the Club Committee.

**6. Complaints & Reporting**

If anyone feels they have been discriminated against or treated unfairly, they are encouraged to raise it:

* Informally, by speaking to a coach, committee member or welfare officer.
* Formally, by submitting a complaint to the Club Chairperson or Safeguarding Officer.

All concerns will be taken seriously and treated confidentially. Disciplinary action may be taken against any member who breaches this policy.

**7. Legal Framework**

This policy is underpinned by the Equality Act 2010 and reflects the guidance of the RFU’s Inclusion & Diversity Strategy. The club will comply with all relevant legislation and governing body regulations.

**8. Monitoring & Review**

* The club will monitor its membership, recruitment and representation across roles.
* This policy will be reviewed annually or sooner if required by changes in legislation or club circumstances.

Next Review Date: August 2026

9. Related Policies

* Supermarine RFC Safeguarding Policy
* Anti-Bullying Policy
* Club Code of Conduct
* RFU Equality, Diversity & Inclusion Framework