

**Equality and Diversity Policy**

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| Version 0 | Original for Issue | Approved: F Fraser | Date: Oct 2023 |

**Ross Sutherland Rugby Football Club Equality and Diversity Policy**

Equality and Diversity Policy is dedicated to encouraging a supportive and inclusive culture amongst the whole work force.

 It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society.

Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, colour, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effects of the menopause or trade union activity.

All employees, no matter whether they are part-time, full-time, or temporary, contracted will be treated fairly and with respect. This policy is expanded to include the large number of volunteers that support the club in various roles. When selecting candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents.

Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce. commitments:

 • To create an environment in which individual differences and the contributions of all team members are

 recognised and valued.

• To create a working environment that promotes dignity and respect for every employee. • To not tolerate any

 form of intimidation, bullying, or harassment, and to discipline those that breach this policy.

• To make training, development, and progression opportunities available to all staff.

• To promote equity in the workplace, which believes is good management practice and makes sound business

 sense.

• To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can

 apply corrective measures.

• To encourage employees to treat everyone with dignity and respect.

• To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Equality and Diversity Policy will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants. The equality and diversity policy is fully supported by the board and has been agreed..

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Adopted 25/10/23.

This Policy is to be review annually by the Board.