



HRFC M&J EQUITY POLICY

Updated March 2007



HAVANT RFC is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social / economic status.

The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

"FAIR PLAY FOR ALL!"

In these days of competitive league rugby at Senior level and a pervading culture of winning at all costs, it is important not to forget the reasons why young players participate in and enjoy the game of Rugby Union.

The idea of "Fair Play" should be a constant reference point for all those people involved in the Mini and Youth game. To lose sight of this would be detrimental to everyone.

With that thought in mind the Rugby Football Union have revised their Fair Play Codes and produced these guidelines which help remind all of us all of why we enjoy being part of this great game.

THE PARTNERSHIP BETWEEN TEAM MANAGEMENT AND PARENTS

IN RUGBY UNION THE PARTNERSHIP BETWEEN TEAM MANAGEMENT AND PARENTS IS POSITIVELY ENCOURAGED THROUGH:

- Providing information on possible financial issues.
- Agreeing issues relating to Duty of Care (eg responsibility for travelling to and from games).
- Encouraging parents to attend coaching sessions and games and making them aware that the "win at all costs" ethos is not accepted in Rugby Union.
- Ensuring that parents have realistic aspirations for their child and are aware of his/her strengths and weaknesses.
- Informing parents about specialist equipment that is required (eg gum shields), and where it can be purchased from.
- Ensuring parents are aware of what is acceptable touchline behaviour.

AND ABOVE ALL:

Involving parents in peripheral activities which make them feel they 'belong', especially if it involves expertise which is not rugby related.