Oxford Rugby Club Limited

Equality Policy

Updated August 2026

Review date August 2028

Equality Statement

1. Oxford Rugby Football Club Limited (ORFC)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.

2. Sport equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

3. Sport equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.

4. ORFC recognises the rights of every individual and will treat every person with equality irrespective of their age, ability, gender, race, ethnicity, sexual orientation, religious beliefs or social or economic status.

5. ORFC is committed to helping everyone realise their talent and reach their full potential, and using the power of sport to motivate people, promote social inclusion and improve health.

6. ORFC is committed to everyone having the right to enjoy their sport in a safe environment free from the threat of intimidation, harassment and abuse. All club members have a responsibility to oppose discriminatory practice and promote inclusion.

7. ORFC will deal with any incidence of discriminatory behaviour seriously, according to the club's disciplinary procedures.

Aims

ORFC will continually develop strategies and procedures to tackle the varying forms of discrimination, which may occur. These will broadly fit into the following categories:

Direct discrimination -where a person is not treated equally due to any of the categories listed above.

Indirect discrimination - where a requirement, situation or condition, which is applied for all groups, has an adverse effect on one or more groups.

Harassment - where someone is subjected to unwanted conduct, i.e. unwelcome sexual attention or racial harassment.

Victimisation - where someone is treated less favourably due to action taken against others.

Segregation - where someone is segregated due to his or her beliefs, attitudes or opinions.

Roles and Responsibilities

It is the duty of all individuals and groups associated with ORFC. to avoid discriminatory practices themselves to condone and discourage discriminatory practices from others.

ORFC will encourage those who wish to report instances of discrimination and provide a confidential process by which all discriminatory matters can be dealt with by means of a formal complaint to an Oxford Rugby Football Club Limited Board Member. They will then convene a complaints committee to discuss the matter. The Chair of the committee will be a Board Member as in the Articles of Association.

The Management Committee will be responsible for equal opportunity monitoring and the point of contact for those who may wish to discuss any discriminatory practice informally in the first instance.

Recruitment

ORFC will offer equity for access to all its teams and will encourage the recruitment of players from the widest possible audience.

All players will be made aware of the Equal Opportunities Policy via a players meeting at the start of each season.

All materials used for marketing and promotional purposes will be subject to evaluation prior to issue to make sure that they do not contain anything which could be considered discriminatory or offensive to individuals or groups.

Oxford RFC will take action against anyone who is in breach of the Equality Policy