



DIVERSITY AND INCLUSION

Club Policy Statement

Issue No 1

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Table of Contents

GENERAL POLICY STATEMENT:	4
DEFINITION OF DIVERSITY AND INCLUSION:	4
LEDBURY RFC - PRINCIPLES AND VALUES:	4
RESPONSIBILITIES:	4
DEALING WITH DISCRIMINATION AND HARASSMENT:	4
EVALUATION AND ACCOUNTABILITY:	4
COMMUNICATION AND TRANSPARENCY:	5
CONTINUOUS IMPROVEMENT:	5
CONCLUSION:	5
SIGNATURE PAGE:	6

Amendments List

Amendment No	Version No	Date	Details
0	0.1	20 th Mar 2024	Initial Draft
1	1.0	18 th Mar 2024	Document Released

**THIS DOCUMENT IS ISSUED ON
THE AUTHORITY OF THE
CHAIRMAN OF THE BOARD OF
LEDBURY RUGBY FOOTBALL CLUB**

Throughout this document, all references to ‘Ledbury RFC’ and ‘The Club’ should be interpreted as representing Ledbury Rugby Football Club Ltd, including its subsidiary company, The Pavilion Rooms (Ledbury) Ltd, unless specified otherwise.

Please notify the document author of any errors, omissions, or suggested amendments by e-mail to gm@ledburyrfc.co.uk

General Policy Statement:

Ledbury RFC is committed to fostering a diverse and inclusive club environment where everyone is valued, respected, and empowered to contribute their unique perspectives and talents. Diversity in all its forms enriches our organisation and strengthens our ability to innovate, collaborate, and serve our members and communities.

Definition of Diversity and Inclusion:

Diversity encompasses differences in race, ethnicity, gender, age, sexual orientation, disability, socio-economic status, religion, cultural background, and other dimensions. Inclusion means creating an environment where everyone feels welcomed, respected, supported, and recognised, and that their contributions are valued.

Ledbury RFC - Principles and Values:

We uphold the principles of respect, fairness, equity, and openness in all our interactions and decision-making processes. We also celebrate and embrace diversity as a source of strength and innovation. Finally, we are committed to creating a culture of inclusion where all staff, volunteers, and players feel empowered to reach their full potential.

Responsibilities:

The Club Board is responsible for fostering an inclusive culture across the organisation, providing training on diversity and inclusion, and addressing any discrimination or bias.

Staff, volunteers and members are responsible for respecting colleagues, actively participating in diversity initiatives, and raising concerns about discriminatory behaviour.

We are committed to encouraging a diverse club membership and offering equal opportunities to all. Where appropriate, we will provide diversity and inclusion training to increase awareness, promote understanding, and foster inclusive behaviours. We actively seek opportunities to partner with external organisations and support initiatives promoting community diversity and inclusion.

Dealing with Discrimination and Harassment:

We have a zero-tolerance policy for discrimination, harassment, and retaliation.

Staff and members who experience discrimination or harassment are encouraged to report incidents to the Club General Manager or a Board member. All reports will be promptly, and thoroughly investigated, and appropriate action will be taken to address violations of our policy.

Evaluation and Accountability:

We will regularly evaluate the effectiveness of our diversity and inclusion efforts and make adjustments as needed to achieve our goals. The Club Board is accountable for progress in promoting diversity and inclusion and will be evaluated based on their commitment to these principles.

Communication and Transparency:

We will communicate openly and transparently about our diversity and inclusion initiatives, progress, and challenges. Staff and members are encouraged to provide feedback, ask questions, and suggest improvements to our diversity and inclusion practices.

Continuous Improvement:

We recognise that diversity and inclusion are ongoing commitments that require continuous effort and improvement. We regularly review and update our policies, and practices to ensure they remain relevant and practical.

Conclusion:

At Ledbury RFC, we believe that diversity and inclusion are essential to our success and our ability to create a positive and inclusive club environment where all staff and members can thrive. By embracing diversity and fostering inclusion, we strengthen our organisation and our ability to impact our community positively.

Signature Page:

This policy document has been approved for issue by the Board of Ledbury Rugby Football Club Ltd

Hard Copy Signed

J Wilesmith
Club Chairman

Date: 28th March 2024

Date for next formal review: 28th September 2024