



**The Mend-A-Hose Jungle
Wheldon Road, Castleford
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🌐 www.castlefordtigers.com

EQUITY POLICY

Castleford Tigers Sports Equity Policy

Castleford Tigers RLFC 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 staff, coaches and volunteers have a responsibility to oppose discriminatory behavior and promote equality of opportunity.

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

Equity Policy Objectives

The Castleford Tigers Rugby Football League Club Equity policy has the following objectives:

- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups? This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities
- To ensure that no-one working or wishing to work for or on behalf of the Castleford Tigers Rugby League Football Club receives less favourable treatment on the grounds outlined in the policy statement above



OFFICIAL CLUB POLICY DOCUMENT

Castleford Tigers is the trading name of Castleford Rugby League Football Club Ltd
Registered in England and Wales with company number 00214373.
The Mend-A-Hose Jungle, Wheldon Road, Castleford, West Yorkshire, WF10 2SD.
The VAT Registration Number is 181507372



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- To give clear guidance to individual working within the Castleford Tigers Rugby League Football Club, either employed or as volunteers, on the commitment to equal opportunities.
- To ensure that all those who participate in rugby league, at all levels and in all roles, receive fair and equitable treatment
- To ensure that the format and content of all competitions, regulations and assessments provide equity for all, except where specific situations and conditions properly or reasonably prevent this
- To ensure that all materials prepared, produced and distributed by or on behalf of the Castleford Tigers rugby League Football Club promote a clear image of the profile of all those who are a part of the game

Equity Policy Implementation and Monitoring

Castleford Tigers Rugby League Football Club will seek to implement promote equity and equality through:

- The monitoring of practices, procedures and data relating to the operations of competition, schemes, initiatives and development materials.
- A regular review of existing rules and regulations to ensure that they do not inhibit the participation of people from groups which may suffer discrimination
- Increasing collaboration with key partners to ensure equity, fair and consistent treatment of all members
- The provision of appropriate training for all employees, and other key volunteers of the Castleford Tigers to raise awareness of both collective and individual responsibilities, to support their progress within the game and, where possible, provide specialised facilities, equipment and individual training

To ensure this policy is upheld, Castleford Tigers Rugby Football League Club may take special measures or positive action in favor of any group which is currently underrepresented in its membership, representative bodies or workforce.



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In this the Castleford Tigers recognises its legal obligations under the following acts of Parliament:

- Race Relations Act 1976 (amendment 2000)
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986, 1999
- Disability Discrimination Act 1995
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998.

Monitoring

Castleford Tigers Rugby Football League Club will continuously monitor and review the selection criteria and procedures in relation to participation and employment to ensure individuals are selected, promoted and treated solely on the basis of the skills and abilities which are appropriate to the position.

Castleford Tigers Rugby Football League Club will work with key equity partners and accountable officers within the respective organisations to ensure that all programmes and initiatives are inclusive.

Social Inclusion

Social inclusion is an important part of community rugby, engaging those who have traditionally had little contact with the game. This can include working with ethnic minorities, in areas of social deprivation or with people with disabilities.

With the facilities, manpower and community engagement enthusiasm Castleford Tigers possesses, we can make a real difference to people in the local area who may otherwise feel socially excluded.



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