EQUALITY AND DIVERSITY POLICY 2026 – 2028

CLUB NAME
Llangefni RFC

DATE
2/3/2026

EQUALITY AND DIVERSITY POLICY 2026 – 2028

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Introduction

This document is provided as a template for guidance only. Individual Clubs should tailor the document to meet their own specific needs and ensure that this is in line with their Club rules and constitution, or their Articles of Association if trading as a Company Limited by Guarantee. This policy is not intended to constitute legal advice and should not be relied upon as such.

Policy statement

Clwb Rygbi Llangefni is fully committed to the principles of equality and strives to ensure that everyone who wishes to be involved in rugby, whether as employees, members, volunteers, or participants:

i. has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their protected characteristic (age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status, or sexual orientation); and

ii. can be assured of an environment in which their rights, dignity and individual worth are respected, and, that they are able to enjoy rugby without the threat of intimidation, victimisation, harassment, or abuse.

Clwb Rygbi Llangefni recognises rugby as a diverse sport, involvement in which can bring communities together, have health and economic benefits and impact positively on the future of rugby.

Clwb Rygbi Llangefni also recognises the damage to the reputation and membership of the club and to the wider sport of rugby that can be caused by discrimination.

This policy has been written to clearly outline Clwb Rygbi Llangefni's commitment to equality and diversity at all levels, and how it will deliver this.

Procedure

The Legal Position

Clwb Rygbi Llangefni takes a zero-tolerance approach to discrimination, harassment, and victimisation.

Clwb Rygbi Llangefni is committed to avoiding and eliminating unfair treatment of any kind and under no circumstances condones any unlawful discriminatory practices.

Further information around the legislative framework and definitions of unacceptable behaviours are provided in the Appendix.

Practical commitments

The principle of equality goes further than simply complying with legislation. Clwb Rygbi Llangefni also commits to:

- challenging perceptions, language, and behaviours.
- eliminating unfair treatment from all aspects of employment practice. For example: having fair recruitment practices, where applicants are not disadvantaged by requirements or conditions which are not necessary to the performance of the role, or which would constitute direct or indirect discrimination.
- employing people on the basis of their merits, abilities and skills.
- providing equitable access to training and development opportunities.
- providing welcoming and accessible premises.
- taking positive action to counteract the effects of physical or cultural barriers – whether real or perceived – and enable access to rugby and participation by people from any group that is under-represented in the sport or has difficulty accessing it.
- educating workers and volunteers about this policy and their right to protection from unfair treatment.

Responsibilities

The person with overall responsibility for the effective operation of this policy and for ensuring compliance with the legislative framework is Clwb Rygbi Llangefni.

Everyone involved in the club at every level has a responsibility to comply with this policy, and to challenge any incidents which breach this policy. Any such incidents must also be reported to the person named above.

Complaints and compliance

Clwb Rygbi Llangefni will treat seriously and take action if anyone raises a grievance or complaint as a result of discrimination, harassment or victimisation. This action may be taken in line with the Employment Policy and/or the Complaints Policy, depending on the people involved:

- Any employee or worker who believes that they have experienced unequal treatment within the scope of this policy is encouraged to raise the matter through the Grievance procedures outlined in the Employment Policy.
- Any other volunteer or member of the public is encouraged to raise the matter through the Complaints Policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.

Any Clwb Rygbi Llangefni employee who is found to have committed an act of discrimination, harassment or victimisation will be subject to disciplinary action, up to and including dismissal.

Nobody involved with Clwb Rygbi Llangefni will be victimised or suffer detriment for making a genuinely held complaint of discrimination.

Availability and Review

Clwb Rygbi Llangefni will keep this policy available in the Club and on the Clwb Rygbi Llangefni website [if applicable]. Anyone who needs to read it (such as any workers, volunteers, contractors, members of the public etc) can do so.

The Committee will review this policy annually, or earlier if necessary.

Equality Action Plan

The Welsh Rugby Union (WRU) is encouraging all community clubs to adopt an Equality Action Plan during the 2026/2027 season, as part of its commitment to provide a Crys I Bawb where rugby matters more. By 2029 we will aim to have 95% of our clubs with an active Equality Action Plan.

EDI Mission Statement

To represent and reflect the diverse spirit of 'one Wales' through the unifying power of our national sport

We aim to achieve this by:

- Fostering connections and unlocking the potential of every individual
- Creating vibrant, inclusive communities and teams
- Celebrating our shared passion and strengthening our collective identity.

In 2025, we set out our equality, diversity and inclusion priorities, in particular growing the game for women and girls, ethnically diverse communities and people with disabilities.

We want to ensure that Welsh rugby is reflective of the communities we serve. To do that, we want clubs to grasp the opportunity that greater diversity brings; develop new talent, attract more members, raise the bar for talent in Welsh rugby, make better decisions for the future of your club and inspire new generations of players, coaches, officials and volunteers.

The WRU wants to support you to help make sure that everyone's story is reflected in their local club and that everyone can have an exceptional experience of rugby.

What is an Equality Action Plan?

An Equality Action Plan is a document to monitor your progress as a club, with regards to equality, diversity and inclusion. It ensures accountability; it explains to people the 'who, what, when, where and why' behind the activity you are doing as a club, to ensure it is inclusive to your local community.

Why have an Equality Action Plan?

Having an Equality Action Plan can help your club tell your story. It shows where you are making progress and where you still have work to do. That could be to your local council, Sport Wales or the WRU's Club Development Team. It shows you are doing what's right and not what's easy and are doing what you can to remove barriers to your club and to rugby in general.

What should we include in an Equality Action Plan?

There are a few key things to consider when developing your Equality Action Plan and this template should help you do that. It's important to communicate who is responsible for actions and when you are looking to achieve specific goals. Most importantly, it's important to remember that you can't do everything at once; be realistic in your ambitions and it's more manageable to focus on 3 or 4 actions over the course of a season than hundreds! Make sure your goals are Specific, Measurable, Achievable, Realistic and Timed (SMART).

What do I need to think about regarding equality, diversity and inclusion?

Under the Equality Act (2010), people or organisations are not allowed to treat people or groups of people less favorably. This is referred to as bullying, harassment or discrimination. Under the Equality Act, is it against the law for people to be treated less favorably due to a **Protected Characteristic**. These are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion
- Sex
- Sexual Orientation

Everyone is protected from discrimination if they identify with a characteristic, are perceived to identify with a characteristic or they associate with someone who identifies with a characteristic. You can read more about your legal responsibilities on the Equality and Human Rights Commission website: https://www.equalityhumanrights.com/

Where do we start?

The best place to start is to think about what you know about your club, based on the above protected characteristics. For example, how many boys do you have playing age grade rugby, compared to girls, how many coaches, volunteers or committee members are men or women or how many function room bookings come from groups aimed at men or women? Some areas might highlight that you don't have any data but the WRU's Club Development Team can help you with that.

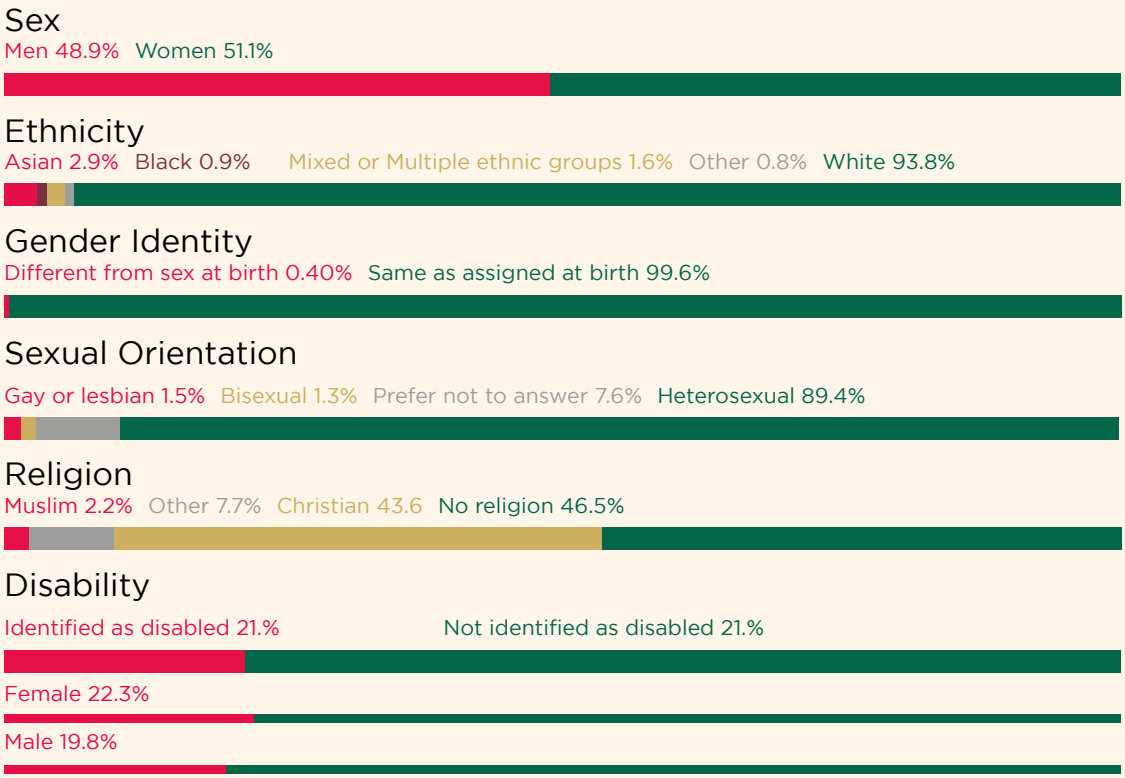
Once you have an idea about who accesses your club, then consider comparing one of your groups or stakeholders with local or national averages. For example, your age grade teams are 70:30 in favour of boys. This means there is approximately a 20% underrepresentation of girls, if we consider women and girls to make up approximately 51% of the population.

Once you have an idea of the areas where you feel your club needs to make progress, you can then think about developing some solutions.

Using Data

It is important that you can justify the priorities you set out in your action plan. As mentioned, a good way of doing this is using reliable data, to compare your services with local or national demographics. Doing this will help you identify where the biggest gaps are and which groups in your community might need more encouragement to get involved in your club. Here is some national data from the Census (2021) that you might be able to use to compare against your members, players, coaches, volunteers and committee members.

Characteristics



As well as using statistical or quantitative data, it is also important to use feedback from your club members and stakeholders to improve inclusivity. It may be useful to think about how your club collects feedback from players, coaches, parents and volunteers. The Club Development Team can support you in developing ways of collecting feedback from stakeholders.

Working in Partnership

The Club Development Team can support you to identify actions to address and gaps you might have. There are also lots of local and national organisations that can help you to reach new communities. It is important to try and build and maintain long-term relationships that are mutually beneficial for both parties, which will foster trust, particularly with groups that have not historically engaged with your club. Think about local charities, youth and community groups, faith organisations or support groups that might be able to work with you to reach new players, coaches or volunteers.

There is also a Dysgu webinar delivered by industry expert Sy Joshua which takes you through step by step the process of completing the action plan table identified below.

https://dysguwru.wales/creating-an-edi-plan-accelerate-sport-webinar-2/

Resources

Census 2021
Compare local or national data on characteristics such as Sex, Race and Ethnicity, Disability and Sexual Orientation.

Disability Sport Wales
National disability sport organization for Wales.

Equality and Human
Rights Commission
Find out more about the Equality Act (2010).

Level Playing Field
Get advice and support on disability.

Mermaids
Supporting gender-diverse children and young people.

Nujum Sports
Faith in sport organization with specific focus on the Muslim community.

Pride Sports Cymru
LGBTQ+ Sport development and inclusion for Wales.

Show Racism the Red Card Cymru National organization focusing on anti-racism in sport.

Sporting Equals
Promoting ethnic diversity across the sport and physical activity sector.

Stonewall Cymru
Supporting LGBTQ+ people across society

Women in Sport
National organization supporting participation in sport amongst women and girls.

Wuka
Period products for sport.

RNIB
Royal National Institute for the Blind

Use the table below to start to think about some of the actions your club can take to make it more inclusive

Club Name: Clwb Rygbi Llangefni

Equality strand / characteristic	Action	Who is responsible?	Target date for review or completion	What does success look like?	Early success indicators
Age	Enusre we continue to provide all age group rugby for groups to include Over45s mixed rugby. New digital marketing to promote	Rugby Committee/ Digital marketing team	May 2026 / Ongoing	Increase in attendance at Monday	
Disability	Conduct an accessibility review of club facilities and implement recommendations working finance committee to prioritise	Treasurer and Finance Committee	September 2026	All actions priced and implemented	
Gender Reassignment	Ensure New clubhouse has gender-inclusive changing facilities and all have respect for self-identification. Law dictates female or Male changing rooms	Finance Committee / Facilities Team	Will be determined by Planning Consent and progession of new clubhouse	Planning to incorporate new facility and signage with dedicated shower cubicles available	
Marriage and Civil partnership. Maternity	Ensure equal treatment in membership benefits and family participation. Ensure pregnant players have appropriate Training programme if still playing. Return to play policy to be implemented following return from maternity	membership - Iwan Davies Maternity - Safe guarding officer	Review by 1 September 2026	All membership requests for season 25/26 dealt with in accordance with club policy. Review of female players returning to play following maternity leave , policy implemented	
Woman & Girls Rugby	Recognition of Period Positive Clubhouse, new extension to incorporate requirements as indicated in WUKA Policy	Executive Committee	Ongoing . New Clubhouse subject to planning	Continued Period Positive Status and enhanced facilities in new clubhouse	
Race & Religion	Accommodate dietary needs, prayer spaces, and cultural observances. Engage parents to understand after game food options	Executive Committee & Club Stewardfor delivery across all age groups and teams,	30 September 2026	Review Of club Menu end Dec 2025, adjustments as required on Match days	
Sex & Sexual Orientation	Having a zero-tolerance approach to discrimination that prohibits homophobia and biphobia. overs sexual orientation as a protected characteristic under the Equality Act 2010	Executive Committee, Rugby Commitee	September 2026	Zero instances of discrimination evidenced during season. Increased awareness across all teams of impact	

Appendix

The main legislation around equality is the Equality Act, which came into force in October 2010. The aim of the Equality act was to harmonise, and in some cases extend, protection from discrimination in relation to "protected characteristics", which are:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have one of these protected characteristics, are assumed to have it, or associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

- Direct discrimination: Less favourable treatment on the grounds of one of the protected characteristics.
- Indirect discrimination: This occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.
- Associative discrimination: This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- Perceptive discrimination: This is direct discrimination against an individual because others think they possess a particular protected characteristic (even if they do not).
- Discrimination arising from a disability: When a disabled person is treated unfavourably because of something connected with their disability (rather than the disability itself) and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability. A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term effect on their ability to carry out normal day-to-day activities.

- Harassment: Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.
- Victimisation: It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.
- Other relevant equality legislation is listed below:
- Protection from Harassment Act 1997
- Employment Rights Act 1996
- Employment Relations Act 1999
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)
- The Equal Pay Act (1970, 1985)
- Welsh Language Act 1993

Approved by Committee

This policy has been reviewed and approved by Executive committee as of 2/3/2026.

It requires the signatures of two authorised committee members and the date of approval to be valid.

Signature 1: _____ Name: Simon Jones

Position: Chair Date: 2/3/2026

Signature 2: _____ Name: Chris Gumn

Position: Secretary Date: 2/3/2026

*Electronic signatures are accepted



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