



BASINGSTOKE RUGBY FOOTBALL CLUB

Basingstoke RFC Inclusion and Diversity Policy and Guidance

1. Statement of Intent - Rationale

As a National Governing Body, the RFU is responsible for ensuring that all those who wish to participate in rugby union in England are treated fairly. Basingstoke Rugby Football Club (BRFC) in turn will follow and adhere to any Inclusion and Diversity Policy issued by the RFU.

BRFC aims to ensure that all people irrespective of age, ethnicity, disability, sex, gender reassignment, religion or belief, sexual orientation, marriage & civil partnership or pregnancy, maternity and paternity, have a genuine and equal opportunity to participate in rugby union at all levels and in all roles. BRFC wants everyone involved with rugby union to share these principles and work with us to improve the reflection of society within our game.

BRFC will support this RFU principle to drive greater inclusion in Rugby Union through committing to understanding, building and advocating change across four fundamental pillars. In each, we will focus on the following actions: understanding people, their data and insights, delivering education and training offerings and engaging all communities already involved and new to the game, and championing the importance of inclusive change.

- It is the aim of Basingstoke RFC, in its relationships with members, employees, and in its provision of services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse. Advice and training can be provided to all those working for or on behalf of Basingstoke RFC.

2. Objectives

- The objectives of the Basingstoke RFC Equity Policy are:
- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach to include communities who are experiencing disadvantage, poverty or health inequalities.
- To ensure that no one acting on behalf of the club receives less favourable treatment on the grounds outlined in this policy statement.
- To obtain from the RFU clear guidance for anyone acting on behalf of the club on any equity matters.
- To ensure that all those acting on behalf of the club at all levels and roles receive fair and equitable treatment.
- To ensure that the format of any competitions or assessments organised by BRFC provide equity for all, except where specific situations and conditions properly or reasonably prevent this.
- To ensure that all advertising or BRFC documentation which is distributed promote a clear image of the profile of those who are part of the club.
- Basingstoke RFC will, in pursuance of this policy, adopt any special measures or positive actions implemented by the RFU in favour of any group who is underrepresented within its membership.

3. Discrimination

There are various ways in which discrimination can be presented:

- Direct discrimination - treating someone with a protected characteristic less favourably than others
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment
- Failure to make reasonable adjustments (disability)

All of these are considered unlawful under the Equality Act and if you witness discrimination of any kind within a rugby setting, we urge you to report it directly to the RFU, by contacting SpeakUp@RFU.com(opens in a new tab)

For more information on the reporting process, [visit the Speak Up page on EnglandRugby.com](#)

4. Transgender and Non-binary Gender Players

- Basingstoke RFC agree with the RFU that Rugby Union is a sport for all and, as such, we seek to promote equal opportunities to ensure that anyone who wishes to play the game should be able to do so without prejudice.
- The RFU Core Values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship lie at the heart of what we do and how we play. As the national governing body for rugby union in England, it is the responsibility of the RFU to regulate the participation of training and playing rugby in England in order to promote the safety and equitable treatment of all taking part.
- Harassment and discrimination will not be tolerated and will be dealt with in accordance with RFU Regulations.
- The purpose of the [RFU Gender Participation Policy](#) is to provide a clear framework to enable transgender and non-binary gender players to participate in rugby. For further information please find the RFU policy here: <https://www.englandrugby.com/the-rfu/policies/gender-participation>

5. Speak Up Policy

- Basingstoke RFC also recognises the legal obligations which are set out in any RFU Diversity and Inclusion Policy and support the [RFU Speak Up Policy](#)
- Basingstoke RFC and The RFU are committed to developing a culture where it is safe and acceptable for everyone involved in rugby union to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct.
- Recognising that, through loyalty or fear of repercussion, people may be reluctant to voice worries, the Speak Out policy encourages members of the game to speak up, knowing that they will be supported and their concerns will be handled sensitively.
- Speaking up will enable concerns to be investigated and dealt with for the benefit of all involved and for that of the wider game.
- Anyone making a disclosure can be confident that the matter will be handled appropriately and with an appropriate level of confidentiality. If anyone making a disclosure is not satisfied with the approach and outcome of club procedures then they should be encouraged to contact the RFU: <https://www.englandrugby.com/the-rfu/policies/speak-up-policy>

6. Monitoring

- The RFU is responsible for providing data for monitoring the effectiveness of the RFU Equity Policy or Speak Up Policy.
- The RFU will work with key equity partners and accountable officers within these organisations to ensure that all programmes and initiatives are inclusive.

- Basingstoke RFC will, when requested, provide the RFU any information to assist the appointee in fulfilling this objective.

7. Responsibility

- All those who represent the club have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- In pursuance of this policy and compliance with RFU guidelines, Basingstoke RFC reserves the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.

8. Exemptions

Basingstoke RFC will seek advice from the RFU, where appropriate, to ensure that the correct procedures are implemented when it is necessary to limit competitions organised by the club to persons of a specific age, gender or disability group to ensure equitable, safe and equal competition.

This policy has been adopted in accordance with the club constitution.

Signed: *LMottram*

Name: Laurence Mottram

Position: Chair of Governance

Date: 24th February 2026

For further information about Basingstoke RFC Policies and guidance please visit our full document area at <https://www.basingstokerfc.com/information/club-documents>