



Equality Policy

Statement of intent

The RFA and its affiliated clubs, is wholly opposed to any form of discrimination against players, would-be players, volunteers or contractors on the grounds of age, gender, ethnic origin, disability, race, colour, parental or marital status, nationality, religious belief or sexual preference or to be disadvantaged by conditions or requirements that cannot be shown to be relevant to the requirements of the activity.

It should be noted that Rugby Fives (“Fives”) courts are neither numerous nor evenly distributed throughout the country and that the majority of them, being in schools and universities, are not automatically accessible to the general public.

Gender

The RFA supports all initiatives to introduce Fives to more women and girls (women). Efforts will be made to ensure that:

- coaching reaches as many women as possible
- women are encouraged to play for Fives clubs in friendly games and matches
- competitions willingly accept women and women-only competitions are encouraged

Race

The RFA believes that Fives has always been a multi-racial sport and will be vigilant in seeing that this spirit continues. In particular, the RFA pledges to:

- challenge and remove racial discrimination in Fives
- encourage people from all communities to become involved in the sport
- welcome players and spectators from all communities, and protect players and spectators from racial abuse and harassment
- develop the best possible racial equality policies and practices that are subject to regular review and up-date
- celebrate cultural diversity in Fives

Disability

The RFA is conscious of the need to promote Fives to those with disabilities. Many people with minor disabilities could play Fives and, if they wished to do so, would be welcomed into the Fives-playing community (over the years, a number of disabled people have reached a very commendable standard despite what some people might consider to be more than minor disabilities, e.g. having the use of only one arm in a game for the successful playing of which one of the basic requirements is a good degree of ambidexterity).

The RFA's risk assessment document indicates the hazards associated with the game and should be carefully studied by disabled players before going on court so that they are fully aware of the potential hazards.

No special forms of Fives have been developed to enable severely disabled persons to play and it is difficult to see how the game could be adapted in this way. However, the RFA would be willing to investigate the possibility of adjusting the game to make allowance for their disabilities.

More detailed statements relating to:

- Safeguarding and
- Risk Assessment – Control Measures

Are on the RFA's website: therfa.uk/about/policies

The Board

The RFA fully supports the need for a board of directors which reflects gender, ethnic, disability and skills-based diversity, so as to best be able to address the evolving needs of the RFA and its members. The RFA has adopted Sport England's sport governance target of a minimum of 30% of each gender on its Board and is committed to progressing towards gender parity.

Monitoring and Evaluation

The Board is responsible for the monitoring and evaluation of this policy which will be reviewed annually.

For enquiries: therfa.uk/about/contact

Last revised January 2021