

FoRR Diversity Policy

Statement

FoRR will treat all people equally and with respect irrespective of their age, disability, gender, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief.

We aim to create a safe and welcoming atmosphere for everyone

1. Standards of Behaviour - FoRR expects all Trustees, Coaches and other associated with or representing the charity including all members of touring parties to behave in a manner compliant with our Diversity Policy Statement.
FoRR will not tolerate:
 - Discrimination based on any of the criteria detailed in the Policy Statement
 - Bullying
 - Any other kind of inappropriate behaviour
2. If any person considers that they are being treated other than in compliance with the Policy Statement, they should report it to a Trustee of the charity. If the behaviour relates to a Trustee, they should report it to either Chair of the Trustees, Glyn Watkins or FoRR's Diversity Trustee, Mike Jones.
3. Any report will be investigated, and appropriate action will be taken. FoRR recognises victim focus issues and immediate steps may be taken to minimise such issues. FoRR will endeavour to keep the individual reporting informed of any actions taken.
 - If the report relates to an incident/s involving any member of the touring party whilst on tour in Rwanda, subject to the severity of the incident, that person will be advised and their involvement may be controlled and/or reduced.
 - Other remedies may also be considered:
 - Education
 - Mediation
 - In serious cases, restricting or changing type/level of activity that the member of the touring party be permitted to participate in.

It is the intention of FoRR to ensure that every member of the touring group has a positive experience. The purpose of this Policy is to ensure that everyone understands that appropriate standards of behaviour are required and accepts this.

I understand and accept the Standards of behaviour required

Signed.....

Date.....

Contact numbers:

Glyn Watkins Chair of Trustees 07846359826

Mike Jones. FoRR Trustee with responsibility for Diversity 07464443394

Or email info@friendsofrwandanrugby.org.uk