RUGBY FOOTBALL UNION

RFUW

EQUITY ACTION PLAN 2007 - 2008

Governing Body / Organisation Details

Name of Governing Body / Sports Organisation: RFU / RFUW

Contact Names : Phil Clarke, Angela Barnett Andrew Scoular.

Positions : RDM City of Manchester / Womens Rugby Development Manager (SW)/Director of Community Rugby.

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PC - Phil Clarke Strategic Rugby Union manager city of Manchester.
AB – Angela Barnett RFUW Rugby Development manager (SW)
AS – Andrew Scoular Director of Community Rugby.
RW – Rosie Williams Chief Executive RFUW.

Provide the required level of awareness training for all RFU staff and appropriate volunteers

Objectives	Tasks	Who	When	Resources	Evidence
1. All RDO'S and CRC'S to receive training in the following areas of: • cultural diversity • disability awareness • equity.	1.1 Conduct a training needs analysis for all RDO'S and CRC'S. 1.2 Identify delivery priorities and suitability. 1.3 Identify potential tutors for delivery and provide adequate training	1. RRDM'S, RFUW RDM'S. AS/RW 1.2/3 RFU Equity Manager	1. May 2007/ 2008 ongoing	1. Allocated from RFU/RFUW budgets	1. Registers from RDO/CRC training events/training needs analysis data. 1.3 Appointment of tutors
2. Appropriate training to be provided for constituent body child welfare officer or other appropriate persons	2. Organize courses within the regions and develop resources.	2. RFU Equity Manager			2. Registers from courses.

Promote equal opportunities for all to get involved in Rugby Union

Objectives	Measurable targets	Who	When	Resources	Evidence
3. Increase the number of people involved in the game by 1% per annum as a player, official or volunteer across the following areas: • disability • women and girls • ethnic minorities	3.1 Run specific projects regionally 3.2 Participation across one or more areas. 3.3 Develop programmes with other like minded organizations	3. RFU Equity Manager/ RDT'S	3. Ongoing	3. RFU/RFUW budget	3. Project reports/ RFU questionnaire. Projects reports from EDRU BARA EFDS
4. Provide open and accessible competitions	4. Run competitions that cater for people across all ranges and abilities	4. RDT'S	4. Ongoing	4. Access competition managers time	4. Competition registers
5. Promote the use of role models from under represented groups in rugby union.	5.1 Promotion of role models in rfu media and publications 5.2 Development of ambassador programme	5. RFU Equity Manager/AB	5. Ongoing		5.1 Publicity material 5.2 Appointment of ambassadors
6 Produce policy for advocacy work in the media	6. Submit articles to the media	6. RFU Equity Manager, RDT'S	6. Ongoing		6. Press releases and contacts
7. Review and monitor the implementation of disciplinary procedures in relation to equity	7.1 Carry out review of disciplinary and grievance procedures. 7.2 Produce relevant report	7. Rfu Disciplinary Manager	7. Ongoing from jan 2007		7. Changes to policy made if neccessary

Administration, Management and Advocacy

Objectives	Measurable targets	Who	When	Resources	Evidence
8. Ensure that the RFU/RFUW approves the equity action plan at respective AGM'S	8. Report/presentation to be given at AGM'S	8. RW/AS	8. June 2007		8. • endorsement • entry in minutes
9. Provide a draft statement on equity for use by CB'S clubs, this to include the local delivery of the national action plan.	9.	9. EM/AB	9. Sept 2007		9. Statement produced
10. Identify appropriate representatives from under represented groups to sit on committees	10.1 Audit current make up of committees 10.2 Plan and initiate a recruitment campaign	10. CTJ/AB/EM	10 2007-		10 Revised make up of relevant boards and committees

Monitoring and Evaluation

Objectives	Measurable targets	Who	When	Resources	Evidence
11. Establish an equity and ethics working group to monitor delivery of the action plan	11.1 Terms of reference for the group 11.2 List of members 11.3 Hold quarterly meetings	11. RFU Equity Manager	11. Dec 2007		11.1 Terms of reference agreed 11.2 Group members 11.3 Meeting dates and reports
12. Make quarterly reports to council and board meetings	12. Provide quarterly reports	12. RFU Equity Manager	12. July 2007		12. Production of reports and publication
13. Collect examples of the use of positive images relating to under represented groups	13. Establish a library of public images for use in professional material	13. RFU Equity Manager	13. Ongoing		13. Library of images
14. Monitor the profile of equity within the RFU/RFUW	14. Monitor the amount of press coverage 14.2 Monitor the number of equity related disciplinary grievance cases	14. RFU Press Officer 14.2 RFU/RFUW Disciplinary Officer	14. Ongoing		14.1 Press reports 14.2 Disciplinary reports