



Rugby League Cares Equality and Diversity Action Plan 2019- 2020

About Us

Rugby League Cares is an independent charity that plays an important role in the field of player welfare: it supports players at the end of their careers when they make the transition to life after rugby, providing education and training grants that will equip them with the skills and qualifications they need for the next stage of their lives.

The charity is also there for current and former players who are enduring poor health or hardship by offering practical and financial support. RL Cares champions the sport's rich heritage and is the custodian of its collections and archives, which are staged in a state-of-the-art facility at the University of Huddersfield, Heritage Quay. The charity is aiming to open the sport's first-ever National Rugby League Museum within the Grade 1-listed City Hall in Bradford. RL Cares also promotes mental fitness and healthy lifestyle initiatives through projects such as Back Onside and Offload.

Message from Our Chairman

Commitment Statement from Tim Adams MBE on behalf of the board of trustees

The board of Rugby League Cares is fully committed to equality and diversity in all aspects of the organisation. We are passionate about ensuring that we embrace equality and celebrate diversity. We strive to have a broad mix of skills, experience and backgrounds on our

Board of Trustees, as well as across our staff and volunteer base, because we understand the positive impact that diversity has upon our effectiveness.

The Board of Trustees at Rugby League Cares has a commitment that at least 10 per cent of the board shall be made up of people with a disability; 25 per cent of the board's membership shall be made up of independent persons (as defined by Sport England) and we have set an aim that 30 per cent of the Board is made up of women or men, as the case may be.

Trustees remain the backbone of any charity and as such, Rugby League Cares ensures that we recruit people with the right level of knowledge, skill and experience that can effectively support and grow the organisation.

Rugby League Cares is committed to providing information, tools and the necessary training for all board members to be able to deliver their roles effectively. The board actively consider diversity when recruiting new members.

The management team are focused on achieving the objectives in our Strategy Plan 2019-2021 and beyond which include creating more opportunities for all people living in some of the most deprived areas in the country, BME communities, volunteers, and the Rugby League playing community.

The board and management, as well as our team members are fully committed to this Diversity Action Plan and to promoting our Equality and Diversity Policy in all of our activities.



Tim Adams MBE

Chairman of Rugby League Cares

Recruitment

Code of Sports Governance

Recruitment: How the organisation will attract an increasingly diverse range of candidates	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board.	Demonstrate a strong and Public commitment to progressing towards gender parity and great diversity generally on its board.	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including, but not limited to BAME, disability, LGB&T and socio-economic)	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making.	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in our operational plan
Objective: Embed good diversity and inclusion practice into our recruitment activities and decision-making processes					

Priorities	Actions	Person(s) Responsible	Completion data
Short term:	The Board Recruitment Procedures ensure that all positions are widely advertised. This includes all adverts direct to our membership, placed online, with partners, on our website and on social media to seek to reach as many people as possible.	Chair	Already in place & on going
Short term:	To proactively recruit as diverse a Board as possible to reflect our beneficiary audience and membership. Where possible, at least 25% of Board members to be representative of people living with a disability and 25% shall be independent.	Chair / Board	Already in place & on going
Short term:	All recruitment processes for paid team members and volunteers are underpinned by diversity monitoring and collation of data.	Head of Charity	Already in place & on going
Medium term:	Board Skills Matrix & Equality Monitoring. This is an annual audit to monitor the diversity of the Board and the results have an impact upon the appointment of independent non-executive directors.	Chair / Board	Annually On going Last completed June 2019
Long term:	Continually review Diversity outcomes and monitor the Action plan to accompany Strategy Review annually.	Chair / Board / Head of Charity	Annually Ongoing Last Completed June 2019

Engagement

Code of Sports Governance

Engagement: Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally.	Code for Sports Governance adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board.	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board.	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&T and socio-economic).	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity with its leadership and decision making).	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against actions identified in our operational plan.
Objective: Communicate our commitment to diversity in all business areas, both internally and externally.					

Priorities	Actions	Person(s) Responsible	Completion data
Short term:	All staff and board members to become familiarised with this Action plan and Our Equality Policy.	Chair / Head of Charity	By end of December 2019
Medium term:	All Staff and trustees to receive Equality and Diversity Training.	Head of Charity	By end November 2019
Medium term:	To ensure that our commitment to Diversity is clearly demonstrated on our website, with the publication of our Equality Policy and relevant diversity statistics on a governance page.	Chair / Head of Charity	Already in place & on going
Medium term:	To continue to collect Diversity statistics of our membership and users for inclusion in our internal trustee's report.	Chair / Head of Charity	Already in place & on going
Long term:	To ensure that our commitment to Diversity is adequately reflected in our 2021-2025 Strategy.	Chair/ Board / Head of Charity	December 2020

Training for the future

Code of Sports Governance

Training for the Future: A focus on developing a strong internal pipeline of diverse talent to	Adopt a target of, and take all appropriate actions to encourage, a minimum of 30% of each gender on its board.	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board.	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&T and socioeconomic).	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity	The board shall ensure the organisation prepared and publishes on its website information (approved by the Board) including an annual update on progress against
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populate decision making and other structures.				with its leadership and decision making).	actions identified in our action plan
Objective: Engage, utilise and recognise diverse talents and skills across organisation.					

Priorities	Actions	Person(s) Responsible	Completion data
Short term:	All team members to undertake Equality and Diversity Training and new members of staff to receive as part of induction process.	Head of Charity	Ongoing
Medium term:	Encouraging team members to attend board meetings and sub-committees as and when appropriate, to feel comfortable contributing and helping to make decisions.	Chair / Board	Ongoing
Long term:	New Board members to receive Equality and Diversity Training, which familiarises them with this action plan and the equality and diversity policy, within the first 6 months of joining the Board and update training for all board members is calendared.	Chair	For each Trustee recruitment process from 2019 and onwards

Our Commitment

How does this feed into our broader governance plan?

- Reports on the progress of the Diversity Plan to be presented within the Reports to the Board and an annual report showing the work done to foster all aspects of diversity within its leadership and decision making during the 12-month period will be published on the website.

Who are the key people responsible for the delivery of this plan?

- Chair
- Trustees of the Charity
- Senior Management Team

How will we measure overall success?

- Quarterly traffic light report to be shared with the Board
- Annual update published on the Rugby League Cares website, showing the work done to foster all aspects of diversity within it's leadership and decision making during the 12 month period and to publish any outcomes of the work