

Culture

The University shares the desire to create an inclusive environment for staff and students:

Inclusivity Statement

Robert Gordon University strives towards creating a working, learning and social atmosphere which is inclusive, harmonious, and respectful of diversity. The University will achieve this by:

- embracing a positive attitude towards the promotion of equality on the basis of age; culture; disability; gender reassignment; pregnancy and maternity; race; religion and belief; sex and sexual orientation to ensure all reach their full potential;
- being prepared to understand that fairness and equal opportunity is not always about treating people similarly, but can sometimes mean treating people differently;
- acknowledging and celebrating the breadth of experiences and perspectives that people from diverse backgrounds bring to the life of the university; and
- seeking to eliminate discrimination and prejudice by ensuring people treat each other with respect

The university's policy on equality and diversity can be found here [Equality & Diversity Policy | Equality & Diversity | RGU](#)

RGU Sports Clubs are a key stakeholder in life at the University, and as an extension of the University's inclusion statement RGU Sports Clubs supports:

- Sport and physical activity should be available to everyone regardless of age; culture; disability; gender reassignment; pregnancy and maternity; race; religion and belief; sex and sexual orientation to ensure all reach their full potential;
- being prepared to understand that fairness and equal opportunity to participate in sport and physical activity is not always about treating people similarly, but can sometimes mean treating people differently;
- acknowledging and celebrating the breadth of experiences and perspectives that people from diverse backgrounds bring to the life of the university and our sports clubs' community; and
- seeking to eliminate discrimination and prejudice by ensuring people treat each other with respect not only within the RGU Sports Clubs community, but in all forms of our members lives.

We believe sport and physical activity at the University has the ability to drive forward positive culture and experiences. It is because of this that we have partnered with key stakeholders to ensure all our members are trained and equipped to be responsible citizens during enrolment and in post-university life.

We have partnered with the following external stakeholders, as well as our internal student support services to develop a positive culture within RGU Sports Clubs:

- Beyond Equality - <https://www.beyondequality.org/>
- Scottish Student Sport (SSS) - [Scottish Student Sport | The co-ordinating body for all student sport & physical activity in Scotland](#)
- Scottish Disability Sport (SDS) - [History and Vision \(scottishdisabilitysport.com\)](#)

These partnerships allow us to deliver education workshops on topics such as gender-based violence, consent, equality and diversity and inclusive sport which allows us to foster a positive environment for sport and physical activity to take place at the University.

Beyond Equality workshops are a constant within the RGU Sports Clubs education calendar and will be offered to all teams and clubs in some form. It's expected as a sports club member you engage with these sessions when offered and use these as a personal development and learning experience. Club Presidents and team captains will communicate details of session as and when available.