



# Equality Policy



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# Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect. This policy is fully supported by Officers of the club who are responsible for its implementation.

Crofton Saints Youth Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to, and should be enjoyed by anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

Crofton Saints Youth Football Club in all its activities will not discriminate or in any way treat anyone less favourably on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. Crofton Saints Youth Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy.

Crofton Saints Youth Football Club will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes, but is not limited to sexually or racially based behaviour or other discriminatory behaviour, whether physical or verbal. Crofton Saints Youth Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Crofton Saints Youth Football Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness - raising events and activities in order to promote the eradication of discrimination and to promote equality in football.

Crofton Saints Youth Football Club is committed to a policy of equal treatment of all members and requires all members to abide by and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and the Disability Discrimination Act 1995 as well as any new legislation.

Crofton Saints Youth Football Club commits itself to the immediate investigation of any claims, when it is brought to its attention, of any discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

## **Club Complaints Procedures**

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct has been broken, they should consequently follow the procedures listed below:

1. They should report the matter to the Club Secretary or any other member of the committee. The report should include:
  - a. Details of what, when and where the alleged occurrence took place
  - b. Any witness statements and names
  - c. Names of any others who have been treated in a similar way
  - d. Details of any former complaints made about the incident, date, when and to whom made
  - e. A preference for a solution to the incident
2. The club's Management Committee will sit for any hearings that are requested.
3. The club's Management Committee will have the power to:
  - a. Warn as to future conduct
  - b. Suspend from membership
  - c. Remove from membership any person or persons found to have broken the Club's Policies or Codes of Conduct
4. If the complaint is with regard to the club's Management Committee then the member has the right to report the discrimination direct to the relevant County Football Association.