

Bobbersmill Football Club

Equality Policy



The aim of this policy is to ensure that everyone is treated fairly and with respect and that Bobbersmill Football Club is equally accessible to them all.

Bobbersmill 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, and to encourage equal opportunities.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

Bobbersmill 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. It means that Bobbersmill Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities as far as practical for all members of the community to take part in, and enjoy, its activities. As Bobbersmill Football Club has teams participating in competitive leagues, we recognise that at times it may be necessary to discriminate on grounds of footballing ability.

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

Bobbersmill Football Club is committed to taking positive action where inequalities exist and promoting the eradication of discrimination and promote equality in football. Bobbersmill Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation:

- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003 (SORB)

as well as any amendments to these acts and any new legislation.

Bobbersmill Football Club commits itself to the immediate investigation of any claims, when it is brought to its attention, of 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.

Bobbersmill Club Complaints Procedure

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 have been broken they should follow the procedures below.

1. They should report the matter to the Club Secretary or another member of the Committee.

The report should include:

- i. Details of what, when, and where the occurrence took place
- ii. Any witness statement and names
- iii. Names of any others who have been treated in a similar way
- iv. Details of any former complaints made about the incident, date, when and to whom made
- v. 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:

- i. Warn as to future conduct
- ii. Suspend from membership
- iii. Remove from membership any person found to have broken the Club's Policies or Codes of Conduct. If the complaint is with regard to the Club's Management Committee the member has the right to report the discrimination direct to the relevant County Football Association.