

# **SOUTH MOLTON AFC**



## **EQUALITY POLICY**

31<sup>ST</sup> AUGUST 2015

## SOUTH MOLTON FC EQUALITY POLICY

The FA is responsible for setting the standards and values to apply throughout football at every level. Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it.

The aim of this Policy is to ensure that everyone is treated fairly and with respect and that The FA is equally accessible to all.

South Molton Football Club abides and adheres to this Policy and to the requirements of the Equality Act 2010.

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

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

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South Molton Football Club will not tolerate harassment, bullying, abuse or victimisation of a Participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. The Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

South Molton Football Club commits itself to the immediate investigation of any allegation, when it is brought to its attention, of discrimination and where such is found to be the case, a requirement that the practice stop and impose sanctions as appropriate.

South Molton Football Club is committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models are all key actions to promote inclusion and eradicate discrimination within football.



## 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:

- Details of what, when, and where the occurrence took place
  - Any witness statement and names
  - Names of any others who have been treated in a similar way
  - Details of any former complaints made about the incident, date, when and to whom made
  - 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:
    - Warn as to future conduct
    - Suspend from membership
    - 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 Devon County Football Association.

