

# Tadworth Youth Football Club

(hereinafter referred to as 'The Club')

## **Anti-Discrimination and Equal Opportunities Policy**

The Club is committed to equal opportunities for all and the elimination of any form of discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.

The following policy is at the heart of our club's activities.

### **Anti Discrimination Policy**

- The Club is responsible for setting standards and values to apply throughout the club at every level. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.
- Equality of opportunity at The Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.
- These activities, include but are not limited to:
  - The advertisement for volunteers,
  - The selection of candidates for volunteers,
  - Courses,
  - External coaching and education activities and awards,
  - Skills development activities,
  - Selection for teams,
  - Appointments to honorary positions.
- The Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

### **Equal Opportunities Policy**

- The Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
- All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:

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- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
  - Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which is different from the requirements for others.
  - Imposing requirements on an individual that are in effect more onerous on that individual than they are on others. For example, this would include applying a condition that makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
  - Victimisation of an individual.
  - Harassment of an individual, by virtue of discrimination.
  - Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered by the Club as objectively as possible.
- The Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case undertakes to immediately rectify the situation.
  - Any member found guilty of discrimination will be instructed to desist forthwith. Failure to desist will lead to disciplinary action by The Club and possible expulsion from The Club.
  - The Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting, assistance will be given wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.