****

**ALLSCOTT HEATHFOOTBALL CLUB**

**EQUALITY POLICY**

Updated by Cathy Jones on 28/07/2023

As the governing body of the game, the FA is responsible for setting standards and values to apply throughout the game at every level. Football belongs to and should be enjoyed by everyone equally. In line with this statement, Allscott Heath Football Club is committed to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion, or ability and to encourage equal opportunities for everyone.

Allscott Heath Football Club is responsible for setting standards and values to apply throughout the club at every level. Our commitment is to confront and eliminate discrimination on all fronts. Equality of opportunity at AHFC means that in all our activities we will not discriminate or in any way treat anyone less favourably on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion, or disability. This includes:

* Selection of members for teams and/or training
* The advertisement for volunteers
* The selection of candidates for volunteers
* Any courses being run by AHFC or on their behalf.
* External coaching and education activities and awards
* Football development activities

AHFC will not tolerate sexual or racially based harassment or any 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.

AHFC is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation and within football.

**EQUAL OPPORTUNITIES POLICY FOR AHFC**

AHFC 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 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.

Discrimination is prohibited by:

* Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnicity, religion, sexual orientation, or disability less favourably than others
* Expecting an individual solely on the grounds stated above to comply with requirements for any reason whatsoever related to their membership, which is different from the requirements of others.
* Imposing on an individual’s requirements, which are in effect more onerous on that individual than they are on others. An example of this would include applying a condition, which makes it more difficult for members of a race or sex to comply than others not of that race or sex.
* Victimisation of an individual or harassment of an individual, by virtue of discrimination
* Any other act or omission of an act, which has the effect of disadvantaging of a member against another, or others purely on the above grounds. Therefore, in the club’s recruitment, selection, promotion, and training processes, as well as disciplinary matters, it is essential that merit, experience, skills, and temperament be considered as objectively as possibly.

AHFC commits itself to investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice will cease immediately, and investigation of any member accused of discrimination will commence.

Any member found guilty of discrimination will be instructed to desist and offenders will be dealt with under the disciplinary procedure.

AHFC commits itself to the disabled person wherever possible and will treat such members the same as other members. The difficulties of their disablement permitting assistance will be given, whenever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to members who request it.