



## Larkhall Athletic Equalities Policy

### Purpose

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

Larkhall Athletic 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.

### Scope

This policy applies to everyone connected or associated with Larkhall Athletic Football Club

### Policy Statement

Our club's 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 equality if opportunity.

It is not only our responsibility to police equal opportunities within our club but also to teach it. But, Larkhall Athletic Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

### Equality

Equality of opportunity at Larkhall Athletic Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on any of the grounds listed in bold above. These activities include (but are not only)

- Admission to membership of the club
- Selection for matches and training
- The selection of candidates for positions as officials of the club
- Selection for training courses and football development activities
- External coaching and education activities and awards
- Appointments to honorary positions
- Participation in social activities

Larkhall Athletic 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.

To this end all members are required to abide by the legal requirements of the Equalities Act 2010. Specifically, discrimination is prohibited by way of:



- Treating any individual less favourably than others on the grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability
- Expecting an individual solely on the grounds stated above to comply with one or more requirement(s) for any reason whatsoever related to their membership, which is different to the requirements for other members
- Imposing on individuals requirements that are in effect more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) that makes it more difficult for members of a particular race or sex to comply than others not of that race or sex than others not of that race or sex
- Harassment or bullying, abuse or victimisation of an individual (which for the purposes of this policy is regarded as discrimination)
- Any other act or omission of an act, which has as its effect the disadvantaging of a member compared to others, purely on the above grounds. (Thus, in the entire club's recruitment, selection and training processes as well as instances where those in control of members are required to make judgements or choices between them, it is essential that merit, experience, skills and temperament are considered as objectively as possible.)

Larkhall Athletic Football 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, a requirement that the practice cease forthwith, resolution of damage or loss (if necessary) and to the application of any sanction judged appropriate by the Larkhall Athletic Football Club Conduct Committee. Since discrimination in all its forms is against the club's policy and ethos, any offending members will be dealt with by the club's Executive Committee in accordance with the club's disciplinary procedures.

Larkhall Athletic Football Club also commits itself to any 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, whenever practicable, to ensure that disabled members are helped in gaining access. Appropriate training will be made available to such members who request it.

Larkhall Athletic Football Club is committed to the equal treatment of all members and requires all members at all levels to abide by and adhere to this.

## **Review**

This policy will be reviewed yearly in line with the Quality Schedule.

## **Approval**

This policy was reviewed and approved by the Executive Management Team, February 2011