



Hasland
Community FC

Equal Opportunities Policy
January 2021

Policy Title	Equal Opportunities – Version Two
Policy Author	Andy Bagshaw, Club Chairman
Date Published	January 2021
Next Review	January 2022

Scope

- 1.1. The purpose of this policy is to ensure that everyone within Hasland Community FC is treated fairly and with respect.
- 1.2. The club should be accessible to every member as football belongs to, and should be enjoyed by, anyone who wants to participate in it.
- 1.3. Hasland Community FC is responsible for setting standards and values that should apply to our club at every level.
- 1.4. As a club we commit, through this policy, to confronting and eliminating discrimination in all forms – including but not limited to age, gender, race, ethnic origin, marital status, sexual orientation, religion, belief and disability.
- 1.5. We will, as a club and as a management group, work to encourage equal opportunities at all times.
- 1.6. We do, as a club, pledge not to discriminate, or treat anyone less favourably, based on the above list of protected characteristics.

Our behaviour

- 2.1. We have high standards for how our club members should behave, outlined in our Club Code of Conduct. However, there are some additional expectations that we have of our club members when it comes to equal opportunities and the Equality Act 2010.
- 2.2. These expectations are that we, as a club and as individuals within the club, will not subject anyone to any form of direct discrimination, indirect discrimination, harassment or victimisation.
- 2.3. Direct discrimination is where somebody is treated less favourably because of one of the protected characteristics listed above. An example could be rejecting a player because they are foreign.
- 2.4. Indirect discrimination is where somebody is put at a disadvantage in an indirect way – such as through a policy, criteria or provision. An example may be a policy that does not allow coaches to take any kind of sabbatical – thus forth disadvantaging a woman who may want maternity leave.

- 2.5. Harassment is unwanted conduct that is intended to violate somebody's dignity or creating a hostile, degrading or offensive environment. An example may be repeatedly berating a coach in front of other parents.
- 2.6. Victimisation is where somebody is given less favourable treatment because they have previously complained, raised issues or supported somebody else in doing so.

Our recruitment

- 2.7. When it comes to the recruitment of players and coaches, we aim to ensure nobody suffers discrimination because of the protected characteristics above.
- 2.8. Adverts for players and coaches will be put out to all, and not limited to a select few, and adverts will avoid the use of any stereotypes or wording that may discourage certain groups.
- 2.9. When recruiting players and coaches, we will not ask about matters relating to gender, sexual orientation, race, background, religion or pregnancy, and will judge individuals on their merits.

Positive action

- 3.1. We will support FA Respect and diversity campaigns as much as we possibly can – spreading the word within our local communities.
- 3.2. We will also run specific training sessions and awareness events, where appropriate, that encourages people of all backgrounds to join our club, and that educate our coaches on equal opportunities.
- 3.3. We know that diversity and equal opportunities in football doesn't just relate to protected characteristics but to ability too – with many clubs turning players away because they aren't deemed as good enough.
- 3.4. As a club we will commit to running annual trial events where children and adults are able to train and try out for our teams at all age groups.

Legislation

- 4.1. This policy, and our club, commits to support and follow the rules and regulations outlined in the Equality Act 2010.
- 4.2. This act combined several previous acts, such as the Race Discrimination Act, and seeks to protect people from discrimination in society.

Action

- 5.1. Acts of direct discrimination, direct discrimination, harassment or victimisation should be reported to our Club Welfare Officer, Sarah Smith. She is available by phone – 07738 885721 – or cwo@haslandcfc.co.uk.
- 5.2. Alternatively, these incidents can be reported to a general club committee member – their details can be found at www.haslandcfc.co.uk.
- 5.3. Upon receiving a complaint or accusation around these issues, the CWO or club committee member will investigate the issue with the support of other committee members.
- 5.4. Should it be required, the issue can be escalated to our Club Chairman, Andy Bagshaw, and Vice Chair, Rob Hoole. Beyond this, issues can be escalated to Derbyshire County FA.
- 5.5. Anyone found in breach of this policy, having discriminated against a club member or someone else involved in grassroots football, a sanction will be applied – this may be a temporary or permanent suspension.