



The FA Charter Standard

SPORTING WESTON F.C.

EQUALITY POLICY

The aim of this policy is to define and promote Sporting Weston Football Club's approach to equality, diversity, fairness and respect – to ensure that our club is equally accessible to all.

Introduction

Sporting Weston 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 everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at Sporting Weston Football Club 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:

1. The advertisement for volunteers
2. The selection of candidates for volunteers
3. Courses
4. External coaching and education activities and awards
5. Football development activities
6. Selection for teams
7. Appointments to honorary positions

Sporting Weston Football 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.

Sporting Weston Football Club 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 as a whole. Sporting Weston Football Club *Equality Officer* will be the lead for change and implement the equality policy.

Equal Opportunities Policy for Sporting Weston Football Club

Sporting Weston Football 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. Specifically discrimination is prohibited by:



- 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 on an individual's requirements, which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition, which 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 or 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 the entire 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 possible.

Sporting Weston 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, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination. Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.

Playing Squad and Selection Policy

Team managers can select whom they want to play for the team without direction from anyone else, subject to the player being both available and willing to play, providing the selection criteria is in line with the above policies. The club will take every possible step to ensure that unregistered players do not play. Managers will be reminded to play only previously registered players or those legally registered on the day in keeping with league rules.

How to report discrimination:

Free phone: 0800 169 9414
Social media: @kickitout
Email: report@kickitout.org
Online form: www.kickitout.org
Referee: Report even if they did not witness the incident

OUR COMMITMENT

Is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and encourage equal opportunities.