



*Bottesford Football Club*

*Equality Policy*

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## **Table of Contents**

1	Document Control .....	3
1.1	Revision History .....	3
1.2	Document Approvals .....	3
1.3	Document Distribution .....	3
1.4	Document Review Plans .....	3
2	Anti Discrimination Policy .....	5
3	Equal Opportunities Policy .....	6



## 1 Document Control

### 1.1 Revision History

Date of this revision: 10th January 2004		
Version Number	Version Date	Nature of Change
Draft.01	29/05/05	First draft release for feedback from committee members
0.2	19/06/05	Updated after feedback.
1.0	24/06/05	Accepted at Committee Meeting

### 1.2 Document Approvals

This Equity Policy can will be approved at a Bottesford Football Club (BFC) Committee Meeting and recorded in the minutes as such.

This Equity Policy can only be amended as directed by the BFC Committee. The amended Code will be approved at a BFC Committee Meeting and recorded in the minutes as such.

### 1.3 Document Distribution

This document has no restrictions on distribution and will be published on the BFC website (<http://www.bottesfordfc.co.uk>).

### 1.4 Document Review Plans

This document will be reviewed and updated,

- When the English FA publishes any amendments/requirements to its Equal Opportunities and or Discrimination Policy requirements for affiliated clubs.
- Whenever required to comply with any changes to relevant Equal Opportunities or Discrimination legislation.
- Annually at the beginning of the football season.
- Any amendments will be authorised by the Committee.



# *Bottesford Football Club*

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## **2 Anti Discrimination Policy**

BFC 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 BFC 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:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Selection for teams.
- Appointments to honorary positions.

BFC 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.

BFC is committed to the development of a 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.



## **3 Equal Opportunities Policy**

BFC 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:

- 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 are different from the requirements for others.
- Imposing on an individual 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.
- 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 the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.



## *Bottesford Football Club*

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BFC 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 in accordance with BFC's disciplinary procedure.

The Football 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 disability permitting, assistance will be given, so far as is reasonably practical, to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.