



EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION POLICIES

“Working to develop Equal Opportunity for All”

1. Equality Statement

- The Club is fully committed to the principles of the equality of opportunity.
- No participant, volunteer, job applicant or employee will receive less favourable treatment than any other, on the grounds of gender, age, colour, disability, ethnic origin, parental or marital status, religious belief, social class or sexual preference.
- The Club will ensure that there is open access for all those who wish to participate in the sport, in whatever capacity and that they are treated fairly.
- The Club recognises its legal obligations not to discriminate.
- The Club will regard discrimination by any employee, participant or volunteer as grounds for disciplinary action.

2. Equal Opportunities Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Club is equally accessible to everyone.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

The Club is responsible for setting standards and values to apply throughout the club at every level. Powerchair Football belongs to and should be enjoyed by, everyone, equally.

The 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.

Our 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 equal opportunities.

The Club, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that the Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

The Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation. 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 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 (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination). This policy covers all types of harassment.

The 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. The Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness -raising events and activities in order to promote the eradication of discrimination and promote equality in football.

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 etc. – in other words all instances where those in control of members are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

The 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 proactive 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 Club's policy, any members offending will be dealt with under the disciplinary procedure.

The 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 disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.



3. Anti-Discrimination Policy

Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

The 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 in the wider context, within football as a whole.

1. The Club's policy is not to discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. The Club will not tolerate any such discrimination in any of the Club's activities.
2. The Club will apply this policy when 1) advertising for and selecting applicants for employment; 2) seeking volunteers; 3) running courses; 4) running external coaching, educational activities and award schemes; 5) promoting football development activities; 6) selecting teams; and 7) considering appointments.
3. The Club will not tolerate racist, sectarian, sexual or bigoted 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.
4. The 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.
5. The Club gives a commitment to ensure that it is open to all and that team selection policy will be the footballing ability and character of the individual, together with the collective balance of the team.
6. Each player, volunteer and employee contract will include a clause stating that the Club is opposed to racism, sectarianism, bigotry and discrimination in any form and that the player, volunteer or employee shares these principles and gives a commitment to uphold and promote these standards.

4. Complaints

1. Informal complaint

The club recognises that complaints of personal harassment or bullying, and particularly of sexual harassment, can sometimes be of a sensitive or intimate nature and that it may not be appropriate for you to raise the issue through our normal grievance procedure. In these circumstances you are encouraged to raise such issues with a carer/family member and they can take the matter forward.

This person cannot be the person who will be responsible for investigating the matter if it becomes a formal complaint.

If you are the victim of minor harassment/bullying you should make it clear to the perpetrator on an informal basis that their behaviour is unwelcome and ask the perpetrator to stop. If you feel unable to do this verbally then you should hand a written request to the person. Your carer and/or family member can assist you with this if necessary.



2. Formal complaint

Where the informal approach fails or if the behaviour is more serious, you should bring the matter to the attention of the Head Coach or club official as a formal written complaint and again your carer and/or family member can assist you in this. If possible, you should keep notes of the behaviour that you find offensive so that the written complaint can include:-

- the name of the alleged perpetrator;
- the nature of the alleged behaviour;
- the dates and times when the alleged behaviour occurred;
- the names of any witnesses; and
- any action already taken by you to stop the alleged behaviour.

On receipt of a formal complaint via a letter or incident report the Club will take action to separate you from the alleged perpetrator to enable an uninterrupted investigation to take place.

The Board of Trustees will invite you to attend a meeting, at a reasonable time and location, to discuss the matter and carry out a thorough investigation. You have the right to be accompanied at such a meeting by your carer/family member or another person of your choice and you must take all reasonable steps to attend. Those involved in the investigation will be expected to act in confidence and any breach of confidence will be a disciplinary matter.

On conclusion of the investigation which will normally be within ten working days of the meeting with you, a draft report of the findings and of the Club's proposed decision will be sent, in writing, to you and to the alleged perpetrator. If you or the alleged perpetrator are dissatisfied with the draft report or with the proposed decision this should be raised with the Club Secretary within five working days of receiving the draft. Any points of concern will be considered by the investigator before a final report is sent, in writing, to you and to the alleged perpetrator. You have the right to appeal against the findings of the Board of Trustees in accordance with the Club's complaints procedure.

If the Board of Trustees conclude that the allegation is well founded, the perpetrator will be liable to disciplinary action in accordance with the Club's disciplinary procedures. An individual who receives a formal warning or who is dismissed for harassment/bullying may appeal the decision.

If you bring a complaint of harassment/bullying you will not be victimised for having brought the complaint. However, if the report concludes that the complaint is both untrue and has been brought with malicious intent, disciplinary action will be taken against you.

Victim Support

The club will seek to provide additional assistance to victims by contacting outside agencies who will provide specialist advice and support, with the staff member's permission. The club will provide additional support to victims of harassment, until the case is resolved. Wherever possible, the club will ensure that Club officials are available to support victims if they so wish.

Police Involvement

The club will encourage and support victims to report acts of harassment to the Police. This support may include writing or telephoning the Police on behalf of the staff member, as well as attending meetings with the Police. The club will report incidents of harassment to the Police where there is a clear threat to the safety of other staff or the general public.



Confidentiality

The club will respect and maintain the confidentiality of matters concerning the players, employees, and volunteers and of any members of the public giving information in a harassment case.

S Niven

Stuart Niven

Chairperson

23.07.2020