



## EQUALITY POLICY

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, everyone equally.

In support of the FA, the following policies are at the heart of Pendle Forest Sports Club activities:

The aim of this policy is to ensure that all members of the community are treated fairly and with respect and that Pendle Forest Sports Club is equally accessible to them all.

Pendle Forest Sports 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 gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Club officials and Andrew Webb who holds the post of Club Welfare Officer at Pendle Forest Sports Club. He is responsible for the implementation of this policy.

Equality at Pendle Forest Sports Club means that in all our activities we 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 we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. And it means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.

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

We are 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 → Pendle Forest Sports Club and in the wider context, within football as a whole. We are also committed to circulating this policy to all our Club members.

Pendle Forest Sports 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.

Pendle Forest Sports 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 stop and sanctions imposed as appropriate.

## **Club Complaints Procedure**

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In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct has been broken they should follow the procedures below.

1. They should report the matter to the Club Secretary, Club Welfare Officer or another member of the Committee.

The report should include:

- i. Details of what, when, and where the occurrence took place.
- ii. Any witness statement and names.
- iii. Names of any others who have been treated in a similar way.
- iv. Details of any former complaints made about the incident, date, when and to whom made.
- v. A preference for a solution to the incident.

2. The Club's Management Committee will sit for any hearings that are requested.

3. The Club's Management Committee will have the power to:

- i. Warn as to future conduct;
- ii. Suspend from membership;
- iii. Remove from membership

Any person found to have broken the Club's Policies or Codes of Conduct.

If the complaint is with regard to the club's management committee the member has the right to report the discrimination direct to LFA.