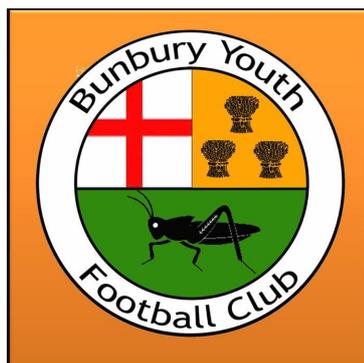


Bunbury Youth Football Club



Club Equality Policy

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1. Overview of the Football Association's approach to Equality

The FA is responsible for setting standards and values to apply throughout football at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The FA's commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race nationality, ethnic origin, colour, religion or belief, ability or disability.

The FA is committed to a policy of equal treatment of all members and requires all members to abide and adhere to this policy and the requirements of the following (but not limited to) equalities legislation - Equality Act 2006, Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as various amendments to these acts.

The FA commits itself to the immediate investigation of any claims, when it is brought to their attention, 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.

2. Bunbury Youth Football Club Equality Policy

The Bunbury Youth Football Club Equality Policy is at the centre of our clubs ethos
Our philosophy is 'Every Child matters'

We aim to provide, wherever possible, opportunities for children and adults of all abilities, the chance to be involved with the Club.

The aim of this policy is to ensure that everyone involved in, or who approaches, the Club is treated fairly and with respect and that Bunbury Youth Football Club is equally accessible to them all

It is the accountability of the elected Officers of Bunbury Youth Football Club to set and implement the standards and values of this policy and ensure they are applied throughout the Club at all levels. It is the responsibility of the Officials, Coaches, Volunteers, Players, Members and Supporters of the club to adhere to those standards.

Our club's 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.

Bunbury Youth Football 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.

We aim to provide all players with the opportunity of enjoying the game (through training or matches) at the level they are most comfortable or suited to. We will also allow and encourage talented individuals access to football at a higher level if they so wish.

Bunbury Youth Football 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 sexually or racially based harassment or other discriminatory behaviour, whether physical or verbal.

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

Bunbury Youth Football Club is committed to a policy of equal treatment of all Officials, Coaches, Volunteers, Players, Members and Supporters and requires all Officials, Coaches, Volunteers, Players, Members and Supporters to abide and adhere to these policies and the requirements of the relevant equalities legislation

- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995

As well as any amendments to these acts and any new legislation.

The Club will work to ensure that any behaviour in contravention of the above acts and legislation is met with appropriate action in whatever context that it occurs.

The Club also commits itself to the immediate investigation of any claims that are brought to its attention, 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.

3. Club Complaints Procedure

In the event that any Official, Coach, Volunteer, Player, Member or Supporter feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Codes of Conduct have been broken, then they should follow the procedures below:

1. If the discrimination involves or is directed towards a child or young person, then the matter must be reported directly to the **Club Welfare Officer** and dealt with via the Club's Child Protection Policy (see separate policy, available on the Club website at www.bunburyfootball.co.uk)
2. If the discrimination is not directed towards a child or young person then the matter must be reported to the Club Secretary or another member of the Club Committee.
 - 2.1. The report should include
 - 2.1.1. Details of what , when and where the occurrence took place
 - 2.1.2. Any witness statements and names
 - 2.1.3. Names of any others that have been treated in the same way
 - 2.1.4. Details of any former complaints made about the incident, date, when and to whom made, a preference for a solution to the incident
3. The Club's Executive Committee will sit for any hearings that are requested.
4. The Club's Executive Committee will have the power to:
 - 4.1. Warn as to future conduct
 - 4.2. Suspend an individual from membership of the Club
 - 4.3. Remove from membership of the Club, any individual found to be in breach of the Club's Policies, Rules or Codes of Conduct

If the complaint is with regard to the Club's Executive Committee, then any Official, Coach, Volunteer, Player or Member has the right to report the discrimination direct to the Cheshire Football Association