

St Columba's Junior Football Club

Equality Policy

Season 2019/20



Statement

The aim of this policy is to ensure that everyone is treated fairly and with respect, and that St Columba's JFC is equally accessible to all.

St Columba's JFC is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

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 Officers who are responsible for the implementation of the policy.

Equality Policy

St Columba's JFC, 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. This means that St Columba's JFC will ensure that it treats people fairly and with respect and that the Club will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

St Columba's JFC will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

St Columba's JFC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

St Columba's JFC 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.

St Columba's JFC 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 and relevant legislation.

St Columba's JFC commits itself to the immediate investigation of any claims when brought to its attention of discrimination on the above grounds and, where such is found to be the case, a requirement will be that the practice stops and sanctions are imposed as appropriate.