

Ely City Crusaders FC

EQUALITY POLICY AND PROCEDURES

Football belongs to, and should be enjoyed by, anyone who wants to participate in it. Ely City Crusaders commitment to its community is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

Ely City Crusaders is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

- The aim of this policy is to ensure that everyone is treated fairly and with respect and that Ely City Crusaders Football Club is equally accessible to them all.
- Ely City Crusaders Football Club 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.
- Ely City Crusaders Football 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, disability and to encourage equal opportunities.
- Ely City Crusaders Football 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, belief, ability or disability. It means that Ely City Crusaders 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.
- Ely City Crusaders 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 sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.
- Ely City Crusaders Football 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 a programme of ongoing training and awareness raising events and activities to promote the eradication of discrimination within the club and within football.

- Ely City Crusaders Football 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.
- Ely City Crusaders Football Club 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.

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 or another member of the committee. The report should include where possible:

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

2. The Club's Management Committee will then follow the club complaints and disciplinary procedure in full and sit for any hearings that are requested.

Further advice on Safeguarding Children matters can be obtained from:

Marlene Lockwood – Ely City Crusaders FC Welfare Officer

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T: 01223 209021 E: Diane.Bradshaw@CambridgeshireFA.com

The Football Association

www.thefa.com/footballsafes E: Footballsafes@TheFA.com

The FA Safeguarding Children general enquiry line **0845 210 8080**

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