



EQUALITY & DIVERSITY POLICY

Coed Darcy Football Club

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1. UNDERLYING PRINCIPLE

The Club appreciates that everyone is different and has something unique to offer and wants to respect and understand these differences and to make the most of everyone's talents. The Club will actively promote equal opportunities to everyone associated with the club.

The Club's commitment to ensure Equality, Diversity and Inclusion is:

- To promote an inclusive culture for all our volunteers, others who work with us, and the communities that we serve.
- To provide opportunities that are accessible and appropriate for everyone.
- To provide organisational capability for continuous improvement, learning and sharing good practice.
- To work towards the elimination of all forms of discrimination and harassment.
- To positively promote equality throughout all our activities and communications.
- To create an environment in which individual differences and the contributions of all our volunteers and members are recognised and valued.
- To create an environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- To ensure training, development and progression opportunities are available to all.
- To regularly review all practices and procedures to ensure that no applicants, volunteers or stakeholders are treated less favourably than others.
- To treat breaches of the equality policy seriously and to take disciplinary action where required.
- To provide information and training to all volunteers so that they are fully aware of the issues relating to Equality, Diversity & Inclusion, and their responsibilities relating to it.
- To ensure our Equality, Diversity & Inclusion policy is fully implemented.
- To monitor and review the policy annually.

The Club will ensure that everyone is respected and can give of their best, irrespective of who they are or what job they do.



2. DEFINITIONS

1. Equality is about managing differences so that everyone has equality of opportunity through a fair and consistent approach to the application of rules, policies and procedures. The Club recognises that sometimes this will mean treating people differently. This commitment is relevant to all we do, how we manage ourselves and how we deliver service to our members.
2. Diversity is about understanding, recognising, respecting and valuing differences. It means understanding that each individual is unique, and recognising our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, social economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual and how this can positively impact on our culture and values as well as our understanding of the communities we serve.

3. Inclusion is about attracting and developing talent wherever it exists and encouraging everyone in our business to reach their full potential in whatever they do. It is about ensuring our policies, procedures and processes are relevant to all. It is about valuing every individual contribution towards the Club's objectives.

3. LEADERSHIP

The Committee of the Club takes overall responsibility for the development of equality, diversity and inclusion through leading by example and ensuring that progress is reviewed, and further actions instigated as necessary.

All volunteers of the club are expected to demonstrate their commitment to promoting equality, diversity and inclusion, and take responsibility for progress. All volunteers have personal responsibilities to treat everyone with respect, consideration and without prejudice and to promote the same levels of behaviour in members.

Managers / coaches should visibly:

1. Challenge unacceptable behaviours and create a climate where complaints can be raised without the fear of reprisal
2. Take action where unfairness or inconsistency exists
3. Encourage and support diversity and inclusion within their teams
4. Demonstrate and promote considerate and fair behaviour



5. Treat others with dignity and respect and recognise individual skills and contributions
6. Demonstrate through words and actions that diversity is an integral part of meeting the clubs priorities
7. Create an environment in which members can identify and share good practice, celebrate success and encourage positive attitudes towards diversity.

4. COMMUNICATION

We will ensure that this policy is accessible and understood by everyone in the Club. Getting our message across successfully means everyone will:

1. Be aware of the Club policies on equality, diversity, and inclusion
2. Understand the benefit of valuing diversity and how this impacts the Club.
3. Have a greater awareness of the value of more inclusive communication.
4. Understand their own role in promoting equality, diversity and inclusion.
5. Be aware of their legal responsibilities under current equality legislation.

5. DISCRIMINATION

It is against the law to discriminate directly or indirectly in recruitment because of age, disability, sex, gender reassignment, pregnancy or maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as “protected characteristics”, within The Equality Act 2010.

We will also not discriminate because of working patterns nor will we tolerate harassment or bullying on these or any other grounds.

6. DISCRIMINATION DEFINITIONS

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. An obvious example of direct discrimination would be refusing to sign a player because of his/her ethnicity.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to those who have a relevant protected characteristic so that its application would be detrimental to people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although it does



not cover harassment because of marriage and civil partnership, and pregnancy and maternity).

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity).

Victimisation occurs where a volunteer is subjected to a detriment, such as being denied an opportunity because he/she made, or supported, a complaint or, raised a grievance under the Equality Act 2010, or because he/she is suspected of doing so.

7. DIGNITY

HARASSMENT

The Club is committed to ensure that no harassment or victimisation takes place, whatever the motivation. Such behaviour can range from extreme forms such as violence or bullying, to less obvious actions like practical jokes and ridiculing people.

The law defines harassment as unsolicited and unwelcome behaviour that has the purpose or effect of violating the dignity of the recipient or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient. Where such behaviour is motivated by Age, Race, Sex, Gender Reassignment, Disability, Sexual Orientation, Religion or Belief, Pregnancy or Maternity and Civil Partnership or Marriage, it also amounts to an infringement of equal opportunity.

Conduct becomes harassment if it persists after the recipient has made clear that it is regarded as offensive, although a single offensive act can amount to harassment if it is so serious as to be obviously offensive towards the recipient. Any form of harassment is a potential disciplinary matter and may be regarded as gross misconduct.

The following examples illustrate the sort of conduct that may be treated as harassment; unwanted physical contact, or conduct that is intimidating, the display of inappropriate material, or physical or verbal abuse. Harassment can also be non-verbal, for example, staring, gestures, ignoring, or isolating somebody.

BULLYING

Bullying is offensive, intimidating, malicious or insulting behaviour which, through the abuse or misuse of power, makes the recipient feel vulnerable, upset, humiliated and threatened. Bullying can take the form of physical, verbal and non-verbal conduct. Physical conduct includes perceived horseplay, touching, pinching, and pushing as well as grabbing, shoving, punching and other forms of physical assault.



SOCIAL NETWORKING AND BULLYING

Cyber bullying: This is bullying, harassment and victimisation conducted via social networking channels - often using blogs or social networking sites to post photographs or offensive, upsetting, and/or threatening comments about people.

Social exclusion: This is usually through use of online 'friendship circles'. There is often peer group pressure to become someone's 'friend' online. Volunteers may feel uncomfortable accepting invitations, particularly from playing members.

All volunteers and members are responsible for treating people with dignity and respect and should consider whether their words or contact could be offensive to others. Harassment and bullying behaviour may not always be intentional, but it is never acceptable!

8. COMPLAINTS

Volunteers should disclose any instances of harassment or bullying of which they become aware to the C.S.O.

If a member wishes to make a complaint in relation to any bullying or harassment that they feel they have suffered or are suffering, they should make a complaint in writing to the C.S.O.

The complaint will be dealt with in accordance with the Club's Anti Bullying Policy as set out in the policy document available online at www.coeddarcyfc.co.uk/documents.

Any member who feels unfairly treated or subjected to direct or indirect discrimination can raise the matter through the grievance or special complaints procedure when every effort will be made to secure a satisfactory resolution.

There will be no victimisation of any person for making or supporting or assisting a complaint of harassment, bullying or discrimination – even if the complaint is not upheld. However, if a complaint is shown to be untrue and has been brought in bad faith (e.g. maliciously or as an act of spite) disciplinary action could be taken.

All complaints of bullying and harassment will be treated seriously. All complaints will be investigated thoroughly and where appropriate, the Disciplinary Procedures will be followed.