

**Bromleians Football Club**

EQUALITY POLICY

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| **Date:**  | 05th February 2021 |
| **Date to be reviewed:**  | 05th February2022 |
| **Author:**  | Club Welfare Officer |
| **Junior Section Committee Sign off Date:**  |  |

1. **STATEMENT OF INTENT**

Bromleians Football Club are committed to a delivering a football environment in a way that genuinely recognises the importance of an inclusive society, bringing opportunities and access for all individuals.

We are committed to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

Bromleians Football Club recognises and embraces our responsibility 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.

We are committed to taking practical steps to address inequality and discrimination by complying with key principles, legislation and developing best practice. We recognise that positive action to meet the needs of specific groups facing discrimination can make a practical contribution to addressing discrimination.

This policy sets out Bromleians Football Clubs overall policy aims in relation to equality, valuing and celebrating diversity, combating discrimination and ensuring football at our club is as accessible as possible.

**This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.**

**2. our commitment, aims and Objectives**

Bromleians Football Club delivers football in a way that genuinely recognises the importance of an inclusive society, bringing opportunities and access for all individuals.

Bromleians Football Club in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

The club will ensure 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.

Bromleians 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 discrimatory behaviour, whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Bromleians Football 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.

Bromleians 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 Equality Act 2010. Bromleians Football Club 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 that the practice stop and sanctions are imposes

as appropriate.