



LARKHALL ATHLETIC YOUTH FOOTBALL CLUB



LAYFC ANTI DISCRIMINATION AND EQUAL OPPORTUNITIES POLICY

LAYFC is responsible for setting standards and values to apply to everyone throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment to equity is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at LAYFC means that in all our activities we will not discriminate or in any way treat anyone less favourably on any of the grounds listed above.

This includes:

- ▶ Admission to membership of the club
- ▶ Selection for matches and training
- ▶ The selection of candidates for positions as officials of the club
- ▶ Selection for training courses and football development activities
- ▶ External coaching and education activities and awards
- ▶ Appointments to honorary positions
- ▶ Participation in social activities

LAYFC will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether verbal or physical and any such behaviour will be met with appropriate action in whatever context it occurs (please refer to the club conduct policy and complaints procedure).

LAYFC is committed to a policy of equal treatment of all members and requires all members of whatever level, to abide by and adhere to this general principle and to the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

All members are also required to abide by the legal requirements of the Race Relations Act 1976, Sex Discrimination Act 1966 and the Disability Discrimination Act 1995.

Specifically, discrimination is prohibited in:

- ▶ Treating any individual less favourably than others on the grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability
- ▶ Expecting an individual solely on the grounds stated above to comply with one or more requirement(s) for any reason whatsoever related to their membership, which is different to the requirements for other members
- ▶ Imposing on individuals requirements that are in effect more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) that makes it more difficult for members of a particular race or sex to comply than others not of that race or sex than others not of that race or sex
- ▶ Victimisation of an individual
- ▶ Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination)
- ▶ Any other act or omission of an act, which has as its effect the disadvantaging of a member compared to others, purely on the above grounds. (Thus, in all the club's recruitment, selection and training processes as well as instances where those in control of members are required to make judgements or choices between them, it is

essential that merit, experience, skills and temperament are considered as objectively as possible.)

LAYFC commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, resolution of damage or loss (if necessary) and to the application of any sanction judged appropriate by the LAYFC Conduct Committee.

Any member found guilty of discrimination will be instructed to stop forthwith. Since discrimination in all its forms is against the club's policy and ethos, any offending members will be dealt with by the club's Conduct Committee in accordance with the club's disciplinary procedures.

LAYFC commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting, assistance will be given, whenever practicable, to ensure that disabled members are helped in gaining access. Appropriate training will be made available to such members who request it.