



LITTLEHAMPTON TOWN YOUTH ANTI-DISCRIMINATION AND EQUAL OPPORTUNITIES POLICY

The Club is responsible for setting standards and values to apply throughout The Club at every level. Football belongs to and should be enjoyed by everyone, equally.

Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at The Club means that in all our activities we will not discriminate or, in any way, treat anyone less favourably on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:-

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

The Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action when it occurs.

The Club is committed to the development of the programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within its own organisations and, in the wider context, within football as a whole.

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

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.

Specifically, discrimination is prohibited in:-

1. Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
2. Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others.
3. Imposing on an individual's requirements which 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) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
4. Victimisation of an individual.
5. Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
6. Any other act or omission of an act, which has as its effect the disadvantage of a member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of members are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

The Club 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 practise cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith.

Since discrimination in its many forms is against The Club's policy, any member offending will be dealt with under the disciplinary procedure.

The Club commits itself to disabled people 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, wherever possible, to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Littlehampton Town Youth Football Club Executive Committee 2018