

Document Control

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Manuden Junior Football Club

Equality Policy

Every member of the Manuden JFC is bound by one or more Codes of Conduct and is expected to maintain a high standard of behaviour. However, the aim of this policy is to ensure that everyone associated to Manuden JFC understand the important to treat all people fairly and with the same amount of respect. The club endeavours to create an environment that is equally accessible for all.

Manuden JFC holds full responsibility for setting high standards and values. These will be applied at all age groups throughout the club. Football belongs to and should be enjoyed by anyone who wants to participate in it.

Manuden JFC will ensure that in no uncertain times will there be any form of discrimination. No single person will be treated differently or favourably on the 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 that all people are treated fairly and with respect. The club will provide access and opportunities for all members of the community to take part in and enjoy its activities.

Manuden JFC does not tolerate any form of harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and actions and sanction applicable is regarded as discrimination.

The above includes sexual or racially based harassment or other discriminatory actions, whether physical or verbal. The club will continually work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Manuden JFC is fully committed to take positive steps where inequality exists and will continue to develop and implement a programme that raises awareness in order to promote the eradication of discrimination and promote equality in football.

Manuden JFC is committed to a policy of equal treatment of all those associated with the club and requires all member to abide and adhere to these policies and the requirements of the Equality Act 2010.

Manuden JFC 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 top and sanctions are imposed as appropriate.

The club committee will adjudicate as a Disciplinary Committee to deal with any breaches of Equality. The committee will have a number of options available to it depending on the seriousness of the actual case it is considering. Ultimately, of course, our club is required to follow the rules and regulations of the leagues to which we are affiliated as well as to County Association and FA rules.

This Code is fully supported by the Club Officers and Tim Mather who holds the post of Club Chairman at Manuden JFC and who is responsible for its implementation and regular review.