



Grampound Football Club

Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Grampound Football Club is equally accessible to them all.

This policy is fully supported by the Club Officers who are responsible for its implementation.

Grampound Football Club

- a. is responsible 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.
- b. is committed to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.
- c. will not discriminate in any of its activities, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.
This includes:
 - i. The advertisement for volunteers.
 - ii. The selection of candidates for volunteers.
 - iii. Courses.
 - iv. External coaching and education activities and awards.
 - v. Football development activities.
 - vi. Selection for teams.
 - vii. Appointments to honorary positions.
- d. will ensure that 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.
- e. 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 discriminatory behaviour, whether physical or verbal.
- f. will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
- g. 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.

- h. 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 relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.
- i. commits itself to the immediate investigation of any claims, when it is 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 imposed as appropriate.

Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Codes of Conduct have been broken they should follow the procedures below.

1. They should report the matter to the Club Secretary or another member of the Committee.
The report should include:
 - i. Details of what, when, and where the occurrence took place
 - ii. Any witness statement and names
 - iii. Names of any others who have been treated in a similar way
 - iv. Details of any former complaints made about the incident, date, when and to whom made
 - v. A preference for a solution to the incident
2. The Club's General Committee will sit for any hearings that are requested.
3. The Club's General Committee will have the power to:
 - i. Warn as to future conduct
 - ii. Suspend from membership
 - iii. Remove from membershipany person found to have broken the Club's Policies or Codes of Conduct.
4. If the complaint is with regard to the Club's General Committee the member has the right to report the discrimination direct to the Cornwall County Football Association.