



New Fordley Juniors Football Club Equality Policy

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Last reviewed	-

FOREWORD

New Fordley Juniors Football Club (the “**Club**”, “**We**”, “**Us**”) believe football is for everyone; it belongs to and should be enjoyed by anyone who wants to participate.

The Northumberland Football Association’s (“**NFA**”) vision of *‘using the power of football to inspire, unite and create opportunities for all’* is an all-encompassing vision that demonstrates their commitment to equality and a passionate belief in inclusivity and diversity. This vision is something which New Fordley Juniors Football Club fully supports.

The aim of this policy is to ensure that everyone is treated fairly and with respect, along with ensuring that New Fordley Juniors Football Club is equally accessible to all. All participants should abide by and adhere to this Policy and to the requirements of the Equality Act 2010. This policy is fully supported and adhered to by the players, coaches and the committee, who together, are all responsible for the impartial and consistent implementation of the policy.

IMPLEMENTATION

We will actively seek to provide access and opportunities for all members of the football community to take part in. This will be underpinned by ensuring we seek to reduce the inequalities which result from socio-economic disadvantages.

The Club is committed to supporting the NFA in the immediate investigation of any allegation of discrimination, harassment, abuse, bullying or victimisation and where such is found to be the case, the practice will stop immediately, along with imposing sanctions as appropriate. In addition to this, we will escalate any matters to the National Football Association (“**FA**”) as and when this is required. We are committed to inclusion and anti-discrimination and will actively seek to raise awareness of and educate on these issues, utilising all available channels.

New Fordley Juniors Football Club is committed to creating and supporting campaigns, widening diversity, promoting diverse role models and to achieving independently verified equality standards. We will seek to ensure that we create a culture and environment that will help us to be viewed as role models to other clubs within the NFA.

This policy will be reviewed annually as a minimum and more frequently if required.

LEGAL OBLIGATIONS

New Fordley Juniors Football Club is committed to promoting inclusion and to confront and eliminate all forms of discrimination.

Under the Equality Act of 2010, the protected characteristics are as follows:

CHARACTERISTIC	DEFINITION
Age	A person belonging to a particular age or a range of ages.
Gender reassignment	The process of transitioning from one sex to another.
Being married or in a civil partnership	Marriage is a union between a man and a woman or a same-sex couple. Same-sex couples can also have their relationships recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the equality act).
Being pregnant or on maternity leave	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term effect on that person's ability to carry out normal day-to-day activities.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.
Religion or belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman.
Sexual orientation	Whether a person sexual attraction is towards their own sex, the opposite sex or both sexes.

**Definitions taken from 'Equality and Human Rights Commission'*

Under the Equality Act 2010, individuals are protected by law from discrimination on the grounds of having one or more of these characteristics, being assumed to have one or more, associating with someone who has one or more or being with someone who is assumed to have one or more.

There are number of types of discrimination, including but not limited to:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from disability
- Harassment
- Victimisation
- Bullying
- Perceptive discrimination
- Associative discrimination

New Fordley Juniors Football Club DO NOT tolerate any kind of discrimination.

COMPLAINTS & COMPLIANCE

The Club views all forms of discriminatory behaviour, including (but not limited to) behaviour described and referenced above as unacceptable. We are determined to ensure that individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so. We believe that every individual involved in football should feel safe and therefore, ensuring the safety of all is of paramount importance to all of us and is therefore reported to NFA.

Appropriate disciplinary action will be taken against any player, coach, volunteer or committee member, who is found, after a full investigation, to have violated the Equality Policy. We have a zero-tolerance approach to discrimination. New Fordley Juniors Football Club will ensure that that any allegations are taken seriously and dealt with sympathetically and confidentially.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy should, in the first instance, and if they feel able, raise their complaint with whoever is in a position of responsibility in that environment. In the external environment (i.e., on a matchday) this includes, but is not limited to; the Referee, a coach, a club official or a parent. In addition to this, we would strongly encourage that either the victim or witness of discrimination contact us using one of the following:

CLUB WELFARE OFFICER	CONTACT NUMBER	EMAIL
Helen Adamson	07751676755	helen.adamson77@outlook.com
David Rayson	07792482510	david_rayson@hotmail.co.uk
Toni Dunbar	07734977942	tonidunbar@btinternet.com

Alternatively, a confidential report can be submitted using the link on the Club's website www.newfordley.com.

Incidents can also be reported externally using the following resources:

Website: www.Football.ForAll@TheFA.com
www.kickitout.org

If you have seen or heard discrimination in football, please contact the Club immediately.

POSITIVE ACTION AND TRAINING

New Fordley Juniors Football Club is committed to the ongoing training, development and education of all of our players, coaches, volunteers or committee members. We are determined to advocate and promote an inclusive culture. Therefore, we have adopted the 'ABC model of inclusion' which is a best practice template that will allow us to continually develop our knowledge, skills and influence with regards to ensuring equality and anti-discrimination. The model accounts for the fact that individuals and organisations are often on their own 'inclusion journey' and may be at different stages. The principles of the model are as follows:

Appreciate:

'inclusion is the antecedent of change'

Allyship begins with an individual's awareness and appreciation of the issues and experiences of others. This stage is reflective of an individual's growth in awareness. It may involve an initial step of accepting that equity in society is something worth striving for. Individuals in this phase are identifying the challenges to create an inclusive environment and becoming open to learn more about their need to act.

Build:

'an inclusive climate by behavioural change'

This stage moves on from an individual gaining awareness and being open to address the challenges of inclusivity to directly building an inclusive environment. Individuals in this phase are helping build an inclusive, fair and equitable climate by their actions. They are proactively building relationships with others, gathering diverse perspectives, empathising, actively listening and communicating transparently.

Champion:

'change by acting as a catalyst for others'

The last phase of allyship is one of advocacy. Individuals at this stage take their behavioural commitment to another level. They tend to look for opportunities to affect change formally and informally. To be successful at this stage, individuals need to be courageous, action oriented, composed and willing to commit.

The Chairman and Secretary acting on behalf of New Fordley Juniors Football Club agree to the adoption of the '**Equality Policy**' with the endorsement of the Club Committee and for the benefit of the Club's membership.

Andrew Purvis

Chairman

Joanne Williams

Secretary

APPENDIX

Relevant legislation and forms of unacceptable discrimination.

Legal rights Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006. In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination: Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination: Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons. *

Discrimination arising from disability: When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment: is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation: It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying: Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

**The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.*