

## Darlington Young Bulls Equal Opportunities Policy

Darlington Young Bulls FC is committed to being a thriving, self-sustaining community football club. The club aims to ensure that players of all represented ages, levels and abilities have an opportunity to play football in a safe, positive and friendly environment. We wish to promote sportsmanship, interest and improve skills, in all aspects of football under the jurisdiction of the Football Association. This policy applies to all young people regardless of age, gender, disability or ability, nationality, culture, religion or belief, sexual orientation, ethnicity, appearance, gender reassignment, social background or creed.

### Equal Opportunities

Darlington Young Bulls FC is committed to a policy of equal opportunities of all members and requires all members of whatever level of authority, to abide by and adhere to this general principle and the requirements of the Code of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality. All members are expected to abide by the:

- i. Requirements of the Race Relations Act 1976,
- ii. Sex Discrimination Act 1986
- iii. Disability Discrimination Act 1995.

Specifically, discrimination is prohibited to: -

- a) Treat any individual on the grounds of gender, colour, marital status, race, nationality, ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- b) Expect an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
- c) Impose on an individual requirements which are, in effect, more onerous on that individual than they are on others. For example, this would include applying a condition, which makes it more difficult for members of a particular race or sex to comply than others not of the same race or sex.
- d) Victimise an individual.
- e) Harass an individual, by virtue of discrimination.
- f) Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in the entire club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Darlington Young Bulls' FC 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 and an 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 members offending will be dealt with under the disciplinary procedure.

The club 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, wherever possible, to ensure that disabled members are helped in gaining access.

Appropriate training will be given to such members who request it.