



## **The Football Association Equality Policy**

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, everyone equally.

Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

We are also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The following policies should be at the heart of your club's activities.

### **Equality Policy for Clubs**

The aim of this policy is to ensure that all members of the community are treated fairly and with respect and that **Ryan Youth FC** is equally accessible to them all.

**Ryan Youth FC** is responsible for setting standards and values to apply throughout the Centre/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 gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the club officers and Clive Morgan who holds the post of Centre Child Protection Officer at Ryan Youth FC and is responsible for the implementation of this policy.

Equality at **Ryan Youth FC** means that in all our activities we will not discriminate, 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. It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities. And it means that we will not sanction any action, or lack of action, which might disadvantage a member compared to other people for any reason related to the list above.

**Ryan Youth FC** 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. **Ryan Youth FC** will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are 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 **Ryan Youth FC** and in the wider context, within football as a whole. We are also committed to circulating this policy to all our club members.

**Ryan Youth FC** 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.

**Ryan Youth 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 stop and sanctions imposed as appropriate.



## **Centre / 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 Code of Conduct has been broken they should follow the procedures below.

1. They should report the matter to the Child Welfare Officer

### **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 CWO & Club's Management Committee will sit for any hearings that are requested.

3. Any person found to have broken the Centre / Club's Policies or Codes of Conduct; the Centre Director & Club's Management Committee will have the power to:

- i. Warn as to future conduct;
- ii. Suspend from membership;
- iii. Remove from membership



## **Appeals and Grievances Procedures**

In the event of a player, parent / guardian or member of staff having a grievance against the Club Chairman or Management Committee member of Ryan Youth FC which is FA licensed.

The grievance should be made in writing to the CWO in the first instance. An outline of the grievance should be forwarded to the CWO in an envelope marked confidential stating the nature of the grievance.

The grievance shall be investigated by the CWO & Club Chairman and following the investigation the findings shall be reported to the person lodging the grievance in writing within 7 days of the investigation.

If the player is not satisfied with the outcome, the Football Association will consider an appeal to the FA Football Committee.

If the complaint is with regards to the Ryan Youth FC Management Committee the member has the right to report the discrimination direct to the relevant County Football Association

Please refer to the FA Rules of the Association - Rule H.