



### **Equality Policy**

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

**FC Highnam Football Club** 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.

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 who are responsible for the implementation of this policy.

**FC Highnam Football Club**, in all its activities 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 **FC Highnam Football Club** 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.

**FC Highnam Football Club** 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.

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

**FC Highnam Football Club** is committed to taking positive action where inequalities exist and to the development of a programme of on-going training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

**FC Highnam Welfare Officer** - .....

**Signed** - .....

**Date** - .....