



Malpas & District Junior Football Club

Grounds: Malpas Sports Club, The Oxhays, Wrexham Road, Malpas, Cheshire
Bishop Heber High School, Farndon Community Field
www.malpasfc.co.uk



Anti-Discrimination Policy 20/21

Our commitment is to eliminate discrimination whether by reason of age, gender, sexual orientation, race, religion or disability to encourage equal opportunities. Please read in conjunction with our Equal Opportunity Policy.

Malpas & District Junior Football Club is responsible for setting standards and values to apply throughout the organisation 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 age, sex, sexual orientation, race, religion or disability.

Equality of opportunity at Malpas & District Junior Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of age, sex, sexual orientation, race, religion or disability. As an inclusive, Charter Standard Club, Malpas & District Junior Football Club will also ensure that players will not be discriminated against on the grounds of ability.

This includes:

- The advertisement for staff & volunteers
- The selection of candidates for staff & volunteers
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Appointments to honorary positions.

Malpas & District Junior Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

In 20/21 communities are affected by the COVID-19 pandemic and families involved in football may have suffered impact and bereavement as a result. Discriminatory behaviour related to COVID-19 circumstances will not be tolerated.

If an incident does occur members will be informed that discriminatory language is offensive and will not be tolerated. If remarks are made by a young person their parents will be informed just as in any breach of the Club's Code of Conduct and Anti-bullying policy.

If a member makes persistent remarks they will be temporarily removed from the training setting and the CWO or club official will talk to them in more detail about why their comments are unacceptable. Parents/carers will be invited to the club for this discussion.

If the problem persists, the member will be made to understand that if they continue to use discriminatory language they could be asked to leave the club.

Malpas & District Junior Football Club is 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 its own organization and in the wider context, within football as a whole.

Signed Andrew Harradine.....Chairman

Hannah Adamson...

Club Welfare Officer

Agreed: 1 September 2020

Review by 31 August 2021