



# Malpas & District Junior Football Club



Main Ground: Malpas Sports Club, The Oxhays, Wrexham Road, Malpas, Cheshire

Additional Grounds: Farndon Community Field, Farndon Primary

[www.malpasfc.co.uk](http://www.malpasfc.co.uk)

## Equal Opportunities Policy

Malpas & District Junior Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Equality and Human Rights Commission.

- All members are expected to abide by the requirements of the Equality Act 2010.
- Treating any individual on grounds of gender, gender reassignment, marital status or civil partnership, race, religion or belief, sexual orientated or ability or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which is different to the requirements for others.
- Imposing on 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 is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
- 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 all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of members are required to make judgments between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Malpas & District Junior Football Club 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, restitution of damage or loss (if necessary) and to the 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 policy, any members offending will be dealt with under the Complaints Policy.

○ 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 made to such members who request it.

Signed .....Andrew Harradine..... Chairman  
..... Valery Ashbrook..... Club Welfare Officer

Agreed Date: 1<sup>st</sup> September 2018

Review Date: 31<sup>st</sup> August 2019