

Glenafton Athletic Football Club- Equality, Diversity and Inclusion policy



Glenafton Athletic Football & Sporting Club (the Club) is committed to encouraging equality, diversity and inclusion among our committee members, staff (including playing staff) volunteers and customers and eliminating unlawful discrimination and barriers to participation.

The aim is for the Club to be truly representative of all sections of society and for each member of staff and volunteers to feel respected and able to give their best.

The Club is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time and including volunteers
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in terms and conditions of employment where relevant, engagement with volunteers, dealing with grievances and discipline and in the provision of training or other developmental opportunities

The Club commits to:

- Encourage equality, diversity and inclusion as they are good practice and make business and operational sense.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers are recognised and valued.

This commitment includes providing awareness for staff and volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff and volunteers conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff and volunteers should understand they, as well as the Club directors and committee members, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their engagement, against fellow employees, volunteers, customers, suppliers and the public.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers, visitors, the public and any others in the course of the Club's operational activities.

Such acts will be dealt with as misconduct under the Club's grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal from the Club without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Club.
- Decisions concerning staff and volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the Club regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

- Take cognisance of the Scottish FA Equality Framework and be guided by its principles and to work together with relevant equality stakeholders, where appropriate, in promoting and developing this policy
- The Glenafton Athletic committee are publicly accountable for Equality, and staff and members will receive regular updates on the activities and the implementation of the Equality

Policy from a member of the board. It is the role of the committee to address any actual or potential breaches of the policy.

The equality, diversity and inclusion policy is fully supported by the club and committee members.