

WELLINGBOROUGH TOWN FOOTBALL CLUB

EQUAL OPPORTUNITIES POLICY

GENERAL

Wellingborough Town Football Club is committed to a policy of equal treatment of all members and requires those members, of whatever level or authority, to abide by and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the **Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.**

Specifically discrimination is prohibited by:

Treating any individual on grounds of gender, colour, marital status, race, nationality, ethnic or national origin, religion, sexual orientation 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 are different from the requirements for others.

Imposing on an 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 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 by virtue of discrimination of any description.

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, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Wellingborough Town 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 Football Club's policy, any members offending will be dealt with under the Discipline Procedures.

Wellingborough Town Football Club commits itself to encouraging and supporting 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 given to such members who request it.

WELLINGBOROUGH TOWN FOOTBALL CLUB

ANTI - DISCRIMINATION POLICY

Wellingborough Town Football Club 2004 is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone equally. Our commitment is to confront and eliminate discrimination whether by:

SEX, SEXUAL ORIENTATION, RACE, NATIONALITY, ETHNIC ORIGIN, COLOUR, RELIGION OR DISABILITY.

Equality of opportunity at **Wellingborough Town Football Club 2004** means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour religion or disability.

This includes,

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- The selection for or attendance on courses.
- External coaching and educational activities and awards.
- Football development activities.
- Selection for teams or coaching/managerial positions.
- Appointments to official posts or to honorary positions.

Wellingborough Town Football Club 2004 will not tolerate sexually or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work towards ensuring that such unacceptable behaviour is met with the appropriate action in whatever context it occurs.

Wellingborough Town Football Club 2004 is committed to the development of a programme of ongoing training and awareness, in all its activities, in order to practice and promote the eradication of all forms of discrimination within its organisation. Also to stringently pursue this policy within football as a whole.

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WELLINGBOROUGH TOWN 2004 FOOTBALL CLUB
COMPLAINTS AND COMPLIMENTS PROCEDURE.

Wellingborough Town Football Club have developed a system to deal with complaints that may arise from any of the following.

- (i) A full or part-time employee.
- (ii) A volunteer.
- (iii) A registered player (or his parent or guardian).
- (iv) A fully paid up member.
- (v) A match or football Association Official.
- (vi) A spectator or visitor to the Dog & Duck football ground.

In the event of a complaint being made against the Club or an individual attached to the Club in an official capacity, or to a person who, for the time being, is, for whatever purpose or capacity, on the Club premises, the complainant shall in the first instance:-

- (a) Forward his complaint to the Club General Secretary who will record it in a Complaints Register.
- (b) An attempt will be made to **Informally Resolve** the complaint to the satisfaction of the complainant. If this is successful the complainant will be requested to acknowledge, in writing, that fact. The circumstances will be brought to the attention of the person against whom the complaint is made. That will be the end of the matter.

If the complaint cannot be informally resolved the secretary shall bring it to the notice of the relevant sub committee to deal with it in the first instance. Having considered the circumstances of the complaint the Chairman of that sub-committee will report his committee's findings to the Executive Committee with any recommendations. The Executive Committee will have the authority to accept the recommendations, vary the same or impose any other course of action they deem necessary.

N.B. If the complaint is levelled against a person or group attached to a Sub-committee the complaint will automatically be dealt with in the first instance by the Executive Committee. At the termination of the enquiry involving the complaint the General secretary will inform the complainant and the respondent of the result in writing. The complaints register will be endorsed accordingly.

There will be no avenue of appeal by either party to the Club. Any further action deemed necessary by either party shall be through civil redress.