

# DIVERSITY & INCLUSION POLICY

1. The aim of this policy is to ensure that everyone engaged with Keynsham Town Ladies Football Club is treated fairly, in an environment free from discrimination and where their rights, dignity and individual worth are respected.
2. In all its activities, Keynsham Town Ladies Football Club will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, civil partnership, pregnancy and maternity, race, religion or belief or disability. The club will ensure 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.
3. Keynsham Town Ladies 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 (see Appendix). The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
4. Keynsham Town Ladies Football Club is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.
5. Keynsham Town Ladies Football Club is committed to a policy of equal treatment and requires all members to abide and adhere to these policies and the requirements of the Equality Act 2010.
6. Keynsham Town Ladies Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and, where such is found to have occurred, to stop the practice stop, and impose sanctions as appropriate.
7. Keynsham Town Ladies Football Club is responsible for setting standards and values which apply throughout the club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.
8. This policy is fully supported by Keynsham Town Ladies Football Club Officers, Coaches/Managers/Volunteers and it is the responsibility of everyone who works and supports the club to implement this policy.
9. In the event that any member feels that he or she has suffered discrimination in any way, or that the Club's Policies, Rules or Code of Conduct has been broken they should report the matter to the Club Welfare Officer or another member of the Committee.

10. If the complaint is with regard to the Club's Management Committee, the member has the right to report the discrimination direct to the relevant County Football Association or to The Football Association.

## Appendix

### Legal Rights

The Equality Act 2010 is a law which provides protection from discrimination. Discrimination refers to less favourable treatment based on particular characteristics, known as 'protected characteristics'. The Equality Act 2010 defines these as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Equality Act 2010, protects individuals from discrimination if they have a protected characteristic, are assumed to have it, associate with someone who has it, or with someone perceived to have it

Forms of discrimination and discriminatory behaviour include:

Direct discrimination – when someone is treated less favourably than another person, because of a protected characteristic they have, or are thought to have, or because they associate with someone who has a protected characteristic.

Indirect discrimination – when a condition, rule, policy or even a practice applies to everyone, but has a disproportionate impact on people with a protected characteristic.

Discrimination arising from disability – when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified.

Harassment – is defined as unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation – occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

Bullying – is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.