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FC ABBEY MEADS

Equal Opportunities Policy



Title	FC Abbey Meads Equal Opportunities Policy
Author (s)	Peter Beasley
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Application	To all Managers, Coaches, Players, Parents and volunteers involved in any capacity with FC Abbey Meads

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FC Abbey Meads recognises that everyone has a contribution to make to our society and a right to equal opportunity. FC Abbey Meads is therefore committed to promoting a best-practice environment, where all individuals and groups are treated with respect and dignity. All the Club's Committee, Managers, Coaches, Players & Parents are required to adhere to this policy and to the requirements of the Equality Act 2010.

All FC Abbey Meads Committee, Managers, Coaches, Players & Parents required to contribute to the effective implementation of this policy treating others equally and ensuring access for all. No one should feel threatened or degraded on the grounds of the following nine protected characteristics identified within the Equality Act 2010: age, disability, social standing, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This policy aims to prevent and tackle all types of discrimination also identified through the Equality Act 2010

Direct discrimination

Where someone is treated less favourably than another person because of a protected characteristic.

Associative discrimination

Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.

Discrimination by perception

Direct discrimination against someone because others think that they possess a protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.

Indirect discrimination

Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a protected characteristic.

Harassment

Behaviour that is deemed offensive by the recipient. Managers, Coaches, Players & Parents can now complain of the behaviour they find offensive even if it is not directed at them.

Harassment by a third party

FC Abbey Meads are potentially liable for the harassment of their Managers, Coaches, Players & Parents or customers by people who are not members of the club, i.e. a contractor.

Victimisation

Occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

Objectives

Effective implementation of this policy ensures that we promote equal opportunities, eliminate discrimination, eradicate harassment and ensure access for all.

This is achieved by:

- ensuring that all Managers, Coaches, Players & Parents and any related third parties are always treated equally
- ensuring all Managers, Coaches, Players & Parents and any related third parties are made aware of this policy and any related responsibilities
- ensuring that all FC Abbey Meads Committee are responsible for creating an open and friendly playing environment
- ensuring that FC Abbey Meads Committee selection for volunteering, promotion, training or any other benefit will be based on aptitude and ability
- ensuring that Players selection for courses and related initial assessments are conducted in accordance with the qualification pre-requisites and specific selection and initial assessment criteria
- ensuring that all selection/rejection decisions are recorded for Managers, Coaches, Players & Parents and any relevant third parties.
- ensuring that an effective access arrangements procedure is in place and deployed through conduct of reasonable adjustments and special considerations
- opposing all forms of unlawful and unfair discrimination.
- taking any allegations or incidents of discrimination or any type of unfair treatment extremely seriously and responding to them swiftly
- ensuring zero tolerance on any acts of discrimination on the grounds of the nine protected characteristics outlined within the Equality Act 2010.

Where such instances of malpractice are proven, action will be taken in accordance with the Wiltshire County Football Association Malpractice Policy.

It is ultimately the responsibility of the FC Abbey Meads Welfare Officer, to ensure that this policy is published and accessible to all FC Abbey Meads Committee, Managers, Coaches & Players and any relevant third parties who may be encompassed within the objectives of this document.

Access to Fair Assessment Statement

Commitment

FC Abbey Meads is committed to providing ongoing support to Players with requirements and aspires to eliminate discrimination. On this basis, we ensure accessible services, making reasonable adjustments and applying special considerations where these are required, to facilitate Players in all aspects of playing football as independently as possible. Access arrangements ensure that the conduct of reasonable adjustments and special considerations reduce substantial disadvantage caused due to a Players disability or difficulty. In accordance with the Equality Act 2010, we have a commitment to provide access for Players with needs to prevent discrimination.

Special Consideration

Special consideration is the implementation of arrangements at the time of an assessment to allow competence to be demonstrated by Players who have been disadvantaged or were unable to attend any training session or game due to difficulties or adverse circumstances.

Objectives

FC Abbey Meads are committed to contributing to this practice and the overall aims are to assist players in managing their individual situation and create a more accessible playing environment for all.

For this to be achieved, we aim to determine Players' requirements and requests for the provision of access arrangements at an early stage.

To ensure sure we give access to fair assessment and treating all Players equally we intent to:

- ensure the access to fair assessment statement and practice are understood and complied with by any personnel involved in assessment and by Players
- promote equality within of each training session and in the conduct of all games
- adhere to related procedures and regulations regarding reasonable adjustments and special consideration; requesting permission to grant these for each player
- ensure buildings used are accessible to all Players, as far as is practicable
- ensure appropriate equipment/personnel is available for selected adjustments to delivery
- use assistive equipment and personnel within the reasonable adjustment's framework, without disadvantaging others who are not affected by requirements.

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Access Arrangements

Procedure Stage Reasonable Adjustments Special Considerations

Stage 1:

The Player must request reasonable adjustments from FC Abbey Meads at the application stage of their membership or by informing the club of the difficulty. This information will be passed to the FC Abbey Meads Secretary who will evaluate the request and will liaise with the Player to validate their difficulty/disability and to ensure the relevant reasonable adjustments are identified. At this stage, the Player must provide all necessary evidence to support their request. Outcomes will be confirmed via email to the Player (Validated requests will then be forwarded to the relevant Team Manager. For invalidated outcomes, no further action will be taken).

Stage 2:

The Club Secretary will request reasonable adjustments or special considerations from FC Abbey Meads Committee in accordance with the standard procedure.

Stage 3:

The Club Secretary will ensure all reasonable adjustments and special consideration are implemented in accordance with outcomes confirmed by FC Abbey Meads Committee. They will evaluate the implementation and audit all outcomes.

Equality and Access Appeals

Where Players have requested reasonable adjustments or special considerations from but are unhappy with the outcomes, they have a right to make an appeal via the Wiltshire County Football Association Player Appeals Procedure.

Equality and Access Complaints

Players have the right to raise any issues related to equal treatment and/or the implementation of access arrangements or make a formal complaint via the Wiltshire County Football Association Player Complaints Procedure.