

North Sunderland Football Club Equal Opportunities Policy

North Sunderland Football Club, hereafter referred to as **NSFC**, is committed to the idea of equal opportunities for all. Our policy is to make sure that no sporting participant involved or associated with **NSFC** receives less favourable treatment on the grounds of:

Religious belief or political opinion

Race (including colour, nationality, ethnic or national origins)

Disability

Gender, including gender reassignment

Marital or civil partnership status

Having or not having dependants

Sexual orientation

Age

NSFC is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with **NSFC** and all members of **NSFC**. No action shall be taken against them by any person connected with **NSFC** which would devalue their contribution to society and to this organisation, or lead to a loss of their own self-respect, or respect for them from others.

Responsibility for making sure that **NSFC** fulfils its obligations under this Policy rests with the club committee members

All individuals within **NSFC** are responsible for compliance with this policy and for the positive attitude it requires. All external persons connected with **NSFC** are encouraged to hold the same responsibility and commitment.

NSFC will ensure that all committee members are aware of our equal opportunity policy and where applicable will make them aware of their responsibilities.

All sporting activity participants will be treated fairly and will not be discriminated against on any of the grounds named above. Decisions about recruitment of sporting participants will be made objectively and without unlawful discrimination.

The working of the equal opportunity policy will be monitored by The Welfare Officer on an annual basis, or sooner if necessary. This will be recorded as AOB in the minutes of the AGM.

It is recognised that some sporting participants may be unwilling to make a complaint regarding equal opportunity, for a variety of reasons, including:

Fear that others will consider that behaviour trivial

Fear of retaliation and/or public humiliation

Fear that the complaint will not be taken seriously

Such concerns may make a sporting participant choose to leave the club. **NSFC** regards this as unacceptable. It is important that sporting participants should feel that through the equal opportunity policy they are able to raise concerns without fear and in the knowledge that their complaint will be taken seriously.

All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible.

Sometimes it may be possible for a sporting participant affected by the behaviour of another simply to ask the harasser to stop, or make it clear that the behaviour is unwelcome. If this is appropriate then that sporting participant should do this. However, such an approach may not be appropriate and the sporting participant should feel able to raise matters at any time with the welfare officer.

Signed

(NSFC Club Secretary)

Date.....

