



HEATON HAWKS FC

An FA Charter Standard Community Club

EQUALITY & DIVERSITY POLICY



The aim of this policy is to ensure that everyone is treated fairly and with respect and that our football club is equally accessible to them all. Football should be enjoyed by anyone who wants to participate in it.

All Participants should abide and adhere to this Policy and to the requirements of the Equality Act 2010.

The club's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

The club will ensure that 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.

The club will not tolerate harassment, including sexual harassment, bullying, abuse or victimisation of any individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal.

The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. The club commits itself to the immediate investigation of any claims of discrimination when brought to its attention.

The club is committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models are all key actions to promote inclusion and eradicate discrimination within football.