

# Alderney FA Equality, Diversity and Inclusion Policy

## Background

The Alderney Football Association is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination.

We aim for all associated with our club to be truly representative of all sections of society and our community, and for each member to feel respected and able to give their best.

The organisation - in carrying out its functions - is also committed against unlawful discrimination of spectators or other members of the public.

## Policy

The policy's purpose is to:

- provide equality, fairness and respect for all in our club and in our employment, whether temporary, part-time or full-time
- ensure no unlawful discrimination against legally protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in financial benefits and remuneration, terms and conditions of service, dealing with grievances and discipline, dismissal, selection, training or developmental opportunities.

The Alderney FA commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes training all involved in the club about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include everyone conducting themselves in a way that helps the FA provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they, as well as the club itself, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their participation, whether it be against fellow members, suppliers or the public.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone involved in the club.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to further action, including expulsion from the club.

Sexual harassment may amount to both an employment rights and a criminal matter, such as in sexual assault allegations.

- Make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential, so their talents and resources can be used fully to help the club progress.

- Ensure that decisions concerning members are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Legislation).

- Review business practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

- Monitor the make-up of the club regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy are fully supported by the Club Management Committee and will be promulgated to all within the club. An Action Plan will be developed where issues arise. Any inconsistencies with Guernsey and/or English FA Equality and Diversity policies will be dealt with promptly.