



Oldbury United Equality, Diversity and Inclusion Policy and complaint Procedure



Oldbury United FC **Equality Diversity and Inclusion Policy**

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

Aim

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Oldbury United FC is inclusive and equally accessible to all. Oldbury United FC is responsible for setting standards, ethical and moral values. These values will be a thread throughout the whole club at every level. Football belongs to and should be enjoyed by anyone who wants to participate.

Purpose

The purpose of the policy is to ensure equality, diversity and inclusion operates at the heart and at all levels throughout the club. Our commitment is to confront and eliminate discrimination whether by reason of age, faith, gender, sexual orientation, marital status, race, nationality, ethnicity, religion or belief, ability or disability and to encourage equal opportunities.

Context

Oldbury United FC, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of age, faith, gender, sexual orientation, marital status, race, nationality, ethnicity, religion or belief, ability or disability. Oldbury United FC 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.

Oldbury United FC 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.



Oldbury United FC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. Oldbury United FC is committed to taking positive action where inequalities exist, and to the development of a program of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Oldbury United FC is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation – Equalities Act 2010 as well as any amendments to the Act and any new legislation.

Oldbury United FC commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

Club Complaints Procedure:

In the event that any member feels he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct have been broken they should follow the procedures below.

- 1.** They should report the matter to the Club Welfare Officer or another member of the Committee. The report should include:
 - i. Details of what, when, and where the occurrence took place
 - ii. Any witness statement and names
 - iii. Names of any others who have been treated in a similar way
 - iv. Details of any former complaints made about the incident, date, when and to whom made
 - v. A preference for a solution to the incident

- 2.** The Club's Management Committee will sit for any hearings that are requested.



- 3.** The Club's Management Committee will have the power to:
- i. Warn as to future conduct
 - ii. Suspend from membership
 - iii. Remove from membership any person found to have broken the Club's Policies or Codes of Conduct.

If the complaint is with regard to the Club's Management Committee the member has the right to report the discrimination direct to the Birmingham County Football Association.