

Saffron Walden Community Football Club

GUIDANCE NOTE



Diversity & Inclusion Statement

Individuals with different cultures, perspectives and experiences are at the heart of the way the Saffron Walden Community FC (SWCFC) works. We want to recruit, develop and retain the most talented people, regardless of their background and make best use of their talents. At SWCFC we are guided by our values in everything we do, and recognise that being a diverse and inclusive organisation helps us fulfil our responsibility to make a difference for our users.

We seek to develop an environment where we treat all members as individuals, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for our members seeking opportunities through training and development.

We will continue to support our leaders, coaches and members to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

Equality and Diversity Policy

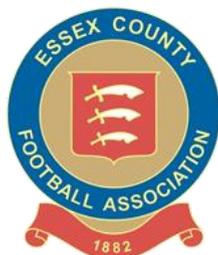
1. Purpose

This policy sets out SWCFC's approach to equality and diversity. SWCFC is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the organisation and enhance the way we operate.

SWCFC aims to be an inclusive organisation, committed to providing equal opportunities throughout membership including in the training and development of members, and to proactively tackling and eliminating discrimination.

2. Equality and Diversity at SWCFC

At SWCFC, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups. We consider



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diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for SWCFC too.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

3. Scope

The rights and obligations set out in this policy apply equally to all members. You have personal responsibility for the application of this policy. As part of your membership of the club, you are expected to read and familiarise yourself with this policy and ensure that this policy is properly observed and all reasonable actions are taken to implement its principles. This policy is also of particular relevance to committee members and those in executive positions.

4. SWCFC's Commitment

Every member is entitled to a playing and training environment that promotes dignity, equality and respect FOR ALL. SWCFC will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against any person because of a protected characteristic:

- sex;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion and or belief; and
- age.

All members will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities at SWCFC.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with a member of the committee or another member in a



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relevant position of seniority. You may decide in the alternative to raise the matter formally through the club committee.

For types of discrimination see the Annex to this policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. SWCFC will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by SWCFC as a result.

A person found to have breached this policy may be subject to disciplinary action under SWCFC's Disciplinary Procedures.

Members may also be personally liable for any acts of discrimination prohibited by this policy that they commit, meaning that they can be sued by the victim.

5. When this Policy Applies

This policy applies to all conduct in the training and game environment and also to conduct outside of the playing environment that is related to your work (e.g. at meetings, social events and social interactions with colleagues) or which may impact on SWCFC's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to SWCFC).

6. Review

This policy will be reviewed on an ongoing basis by SWCFC to assess its effectiveness and may be amended from time to time.

This policy is for guidance only.



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ANNEX - Types of Discrimination



There are various types of discrimination prohibited by this policy. The main types are:

1) Direct discrimination

Direct discrimination occurs where one person is treated less favourably than another because of a protected characteristic set out in this policy. Types of direct discrimination are:

Associative discrimination - this is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, a member is discriminated against because his/her son is disabled.

Perceptive discrimination - this is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where members believe the individual is gay. It applies even if the person does not actually possess that characteristic.

2) Indirect discrimination

Indirect discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate. For example, a requirement for UK based qualifications could disadvantage applicants who have obtained their qualifications outside of the UK; this could amount to indirect discrimination on the grounds of race.

3) Victimisation

Victimisation is where an employee is treated less favourably than others because they have asserted legal rights against SWCFC or assisted a colleague in doing so.

4) Harassment

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.” It is important to remember that it is not the intention of the harasser but how the recipient perceives their behaviour, which determines whether harassment has occurred.

