

MERLEY FOOTBALL CLUB



ANTI-DISCRIMINATION POLICY

LAST UPDATED: JULY 2024

FUN | **LEARNING** | **RESPECT** | **TRUST** | **TEAMWORK**

ANTI-DISCRIMINATION POLICY

Merley Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at our club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability

This includes:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

Merley Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. The Club is committed to the eradication of discrimination within football as a whole.

Equal Opportunities Policy for Merley Football Club:

Merley Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically, discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which is different from the requirements for others.
- Imposing on an individual's requirements, which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition, which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual or harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in the entire Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament be considered as objectively as possible.

Merley Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination. Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Merley Football Clubs policy, any members offending will be dealt with under the disciplinary procedure.

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Playing Squad and Selection Policy:

Team managers can select whom they want to play for the team without direction from anyone else, subject to the player being both available and willing to play, providing the selection criteria is in line with the above policies. Player selection may be subject to arrangements previously agreed or requirements within the team. The club will take every possible step to ensure that unregistered players do not play.

Managers will be reminded to play only previously registered players or those legally registered on the day in keeping with league rules. Managers transgressing this rule will be asked to appear before the club's disciplinary committee.

As per the club's constitution, facilitating football for everyone of all abilities is essential, but for the advantage and development of all players, the club (and its managers and coaches), may want to facilitate football at an ability level. This ensures that players are getting specific training for their developmental needs and is in line with how the counties football associations manage their Pools / Divisions, ensuring a suitable environment for all players.