



Club Equity Policy

1. Statement of Intent

1.1 Baljaffray Football Club is committed to ensuring that football is open to all and that barriers, whether real or perceived, are removed particularly in relation to those groups currently under-represented who traditionally may not have seen football as their sport of choice.

1.2 The Club recognises the importance of affording equity to all members, volunteers and present and potential employees involved in football. We are determined to ensure that every person regardless of disability, sex, age, sexual orientation, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, (together the 'Protected Characteristics' under the Equality Act 2010) has a genuine opportunity to participate to their full potential at all levels and in all roles within the sport. We will operate our business in line with the principles of the Equality Act 2010 in affording equitable opportunities to everyone involved in football in Scotland.

1.3 To this end, the Club aims to prevent any discrimination, either direct or indirect and ensure that, in its relations with its members, members parents/carers and current and potential volunteers, no condition or requirement is imposed which cannot be justified.

1.4 Direct Discrimination is defined as treating a person less favourably than you would treat others because of a Protected Characteristic.

1.5 Indirect Discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a larger proportion of people of one protected characteristic than another and cannot be justified on grounds other than those relating to a protected characteristic.

2. Purpose

2.1 This policy sets out the specific objectives and actions that the Club will take to achieve these objectives.

3. Legislative Framework

3.1 In implementing this policy, the Club will comply with its statutory obligations under the terms of all relevant Scottish, UK and European legislation (Appendix 1).

4. Objectives

4.1 Our Equity policy has the following objectives:

To ensure that everyone who participates in football in Scotland, in whatever capacity, receives fair and equitable treatment.

To adopt a planned approach to eliminating perceived barriers which discriminate against or exclude particular groups.

To ensure that no one working for, wishing to work for or working on behalf of the Club receives less favourable treatment on the grounds set out in the Statement of Intent and that written Policies and Procedures underpin our Equity Policy.

To give clear guidance and communication to all individuals either governing or working for the Club on its commitment to Equity.

To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equity for all except where specific situations or conditions properly or reasonably prevent this.

To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of the Club. and all relevant public statements made on our behalf reflect our commitment to equity and inclusion.

5. Implementation

5.1 To achieve these objectives, the Club is committed to promote equity through an Action Plan which will cover all areas of our organisation by alignment to our strategy "Scotland United – A 20-20 Vision". Progress against the Action Plan will be reviewed by the Equity Implementation and Monitoring Group and recommendations will be communicated to the Board for approval.

5.2 The roles and responsibilities for implementing this plan will be as follows: Ultimate responsibility for implementing the Action Plan will rest with the Management Committee. Day to day responsibility will rest with the Community Officers who will be responsible for ensuring:

- that Equity is applied to the relevant Club functions and football activities, policies and procedures;
- that all staff receive appropriate training, and that the policy is adopted and applied consistently across the Club

The Club President will be responsible for ensuring that policies and procedures are available to all Club members (players, coaches and parents/carers) and that proper guidance and support is available to any Club member involved in any instance of alleged discrimination.

6. Monitoring and Evaluation

6.1 The Equity Development Officer will be responsible for monitoring the effectiveness of this policy, and for providing information to the Board members about the policy and its implementation and impact.

7. Compliance

7.1 In accordance with the Club's Equal Opportunities Policy, Harassment, Disciplinary and Grievance Policies and Procedures, we will investigate any reports of alleged breaches of our Equity Policy and take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the appropriate policy or procedure.

Appendix 1

The main legislation which underpins this policy is The Equality Act 2010. The Equality Act 2010 has

been introduced to consolidate and harmonise a variety of existing pieces of discrimination and harassment legislation. These include Acts and Regulations such as:

The Equal Pay Act 1970

The Sex Discrimination Act 1975 (as amended in 1986 and 1999)

The Race Relations Act 1976 (as amended in 2000)

The Disability Discrimination Act (as amended in 2005)

The Employment Equality (Religion or Belief) Regulations 2003

The Employment Equality (Sexual Orientation) Regulations 2003

The Gender Recognition Act 2004

The Civil Partnership Act 2004

The Disability Discrimination Act 2005

The Equality (Age) Regulations 2006

The nine protected characteristics in UK discrimination law are now:

Age

Race

Disability

Religion or belief

Gender reassignment

Sex

Marriage and Civil Partnership

Sexual Orientation

Pregnancy and maternity

In addition, we will also adhere to other relevant legislation, such as:

The Rehabilitation of Offenders Act 1974

The Human Rights Act 1998

The Scotland Act 1998