



# Winnersh Rangers FC Equality Policy

## Overview

It is the policy of Winnersh Rangers FC (WRFC) to ensure that everyone is treated fairly and with respect and that the club is equally accessible to everyone. Football belongs to and should be enjoyed by anyone who wants to participate in it.

Winnersh Rangers is committed to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

The committee are responsible for setting standards and values to apply throughout the club at every level and for the implementation of this policy.

It is the expectation of the Club that Managers ensure their colleagues read & adhere to the Club Policies & Procedures.

## The Policy

WRFC in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that WRFC 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.

As a club, we 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.

The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

WRFC is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

The club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and requirements of the relevant equalities legislation:

- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995

as well as any amendments to these acts and any new legislation.

#### Club Complaints Procedure

In the event that any club member feels that 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 Secretary 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 Committee will sit for any hearings that are requested.
  3. The Club 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 committee the member has the right to report the discrimination direct to the Berks and Bucks Football Association.