

AC OXGANGS FOOTBALL CLUB - EQUALITY & DIVERSITY POLICY

Preventing and Responding to Bullying and Prejudice Amongst Children, Young People and Adults.

AC Oxgangs Football Club is strongly committed to providing a safe environment for all that are associated with the club. We are committed to ensuring positive relationships. Bullying, prejudice and discrimination are never acceptable and adults, children and young people have the right to learn in a safe, fair and secure environment.

This procedure is based on 'Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People' (Scottish Government 2017). It exists to protect all children, young people and adults from all forms of unacceptable behaviours by other children, young people and adults.

It addresses all forms of bullying, discrimination and prejudice and includes the right of protection from discrimination for any of the nine protected characteristics in the Equality Act 2010.

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1.0 Policy Statement

1.1 We value the diversity and inclusion of all people and communities in Edinburgh and within our club and we are committed to meeting the needs of all our committee, coaches and our players

1.2 When we talk about diversity, inclusion and the equality legislation, it's useful to set out what we mean by those terms.

We've set that out in the following way:

Diversity - The collective mixture of differences and similarities that include, for example, individual and organisational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviours.

Inclusion - The achievement of an environment, within our football club, in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the success of our club.

Equality Act 2010 - This is the legal requirements to ensure we don't discriminate against individuals, but not only do we need to meet these requirements, but we want to exceed them.

1.3 Ultimately, this is about creating a fairer football club and ethos where all forms of deprivation and inequality are reduced, where everyone can participate and has the same opportunity to fulfil their potential.

1.4 We recognise that to achieve our vision, where AC Oxfords is a thriving, sustainable football club

1.5 We are also committed to supporting our coaches and a culture where their work of equal value is recognised. Ensure that all our committee, coaches and players are treated fairly, equally and with respect. This includes committee, coaches and players of opponent teams.

2.0 Purpose

We will support all involved by

- Dealing with grievances and disciplinary issues, dismissal,
- Make sure that we do not discriminate against committee, coaches or players on any basis.
- To ensure that our recruitment and development policies give equal access to opportunities within the club, professional development.
- To ensure positive action is used appropriately to advance equality e.g. to address under representation in particular roles.
- To oppose and avoid all forms of unlawful discrimination.
- All committee or coaches and all those applying for posts with us are covered by the contents of this policy.

3.0 Our Commitment

We commit to:

- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination.
- Promoting dignity and respect for all who are involved in the club
- Encouraging diversity and inclusion, recognising individual differences and recognising everyone's contribution.
- Investing in reasonable adjustments that need to be made.

4.0 What we will do

Handling Complaints

- We will take all complaints of bullying, harassment, victimisation and unlawful discrimination seriously irrespective of whether they have been made by committee, coaches, players or from opposing teams or members of the public.
- We view all complaints as potential misconduct, which means that they will be dealt with under our grievance and disciplinary procedures. This means we will take appropriate action as set out in those procedures. If it is found that gross misconduct has taken place, then this could lead to full removal from the club
- Complaints about sexual harassment may be treated both as a club rights matter and a criminal matter, such as in sexual assault allegations.
- We want all members of our club to be aware that they are protected from harassment under the Protection from Harassment Act 1997, not just those with a protected characteristic. Harassment in these circumstances is a criminal offence
- We will make opportunities for training, development and progress available to all within the club, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the club.
- We will continue to monitor the make-up of the club in terms of age, gender, ethnic background, sexual orientation, religion or belief, and disability. This will inform the work we need to do regarding equality and diversity.

5.0 Roles and Responsibilities

- We are all responsible for making sure that our actions at Ac Oxfords support the duty to advance equality and eliminate discrimination in employment and service delivery, in line with legislation and this policy. We are all responsible for preventing bullying, harassment and victimisation.
- We all need to be aware that we can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination that take place at the club.
- If we feel that we are being discriminated against or harassed or bullied, or that a colleague is being discriminated against or harassed or bullied, then we should report to Cheryl Lee, Child Protection/HR Officer, 07725721742 and follow the procedure below.

6.0 AC Oxfangs Grievance Procedure Flowchart

