



EQUAL OPPORTUNITY POLICY

Newport Pagnell Town Football Club (The 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 gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

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

This includes

- The advertisement for volunteers
- The selection of candidates for volunteers courses
- Selection of players for teams
- External coaching and education activities and awards
- Appointments to Club honorary positions

The 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 development of the programme of ongoing training and awareness in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

The 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 and the Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically, discrimination is prohibited by: -

1. Treating any individual on grounds of gender, colour, race, nationality or ethnic or national origin, religion, sexual orientation or disability, less favourably than others
2. Expecting an individual solely on the grounds stated above, to comply with requirements for any reason whatsoever related to their membership, which are different from the requirements for others
3. Imposing on an individual requirement, 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 gender to comply than others not of that race or gender.

4. Victimisation of an individual.

5. 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 are considered as objectively as possible.

The 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 Football Club's policy, any members offending will be dealt with under the Club's disciplinary procedure, which could result in expulsion from The Club.

The Club adheres to guidelines outlined in The FA's own Charter's standards and *RESPECT* programmes

For further reference read the following:

- Newport Pagnell Town F.C. Codes of Conduct
- Newport Pagnell Town F.C. Constitution
- Newport Pagnell Town F.C. Child Protection Procedures