



Parkwood Rangers FC

Equal Opportunities Policy



Est. 1997

Equal Opportunities Policy

Parkwood Rangers Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level, to abide and adhere to this general principle and the requirements of the Codes of Conduct issued by the clubs committee.

All members of the club are expected to abide by the requirements for the:

- **Race Relations Act 1976;**
- **Sex Discrimination Act 1986; and**
- **Disability Discrimination Act 1995.**

Any discrimination of any kind is prohibited by:

Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic of 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 are different from the requirements for others.

Imposing on an individual 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

Harassment of an individual, by virtue of discrimination or any kind:

Any other act of omission of an act, which has the effect of disadvantaging one member against another, or others, purely on the above grounds. Thus, in all the 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.

Roberto Salvati Chairman

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Parkwood Rangers Football Club Commitment

Parkwood Rangers Committee commits itself to the immediate investigation of any claims of discrimination.

If any such is found to be the case, a requirement that the practice cease forthwith. Any member found guilty of discrimination will be instructed to cease forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure and a full report sent to the county FA.

Parkwood Rangers Football Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members.

The difficulties of their disablement permitting, extra assistance will be given wherever possible to ensure that disabled members are helped in gaining access.

Appropriate training will be provided to all coaches via the county FA.

Parkwood Rangers Football Club recognises that sometimes parents fall on difficult times financially and also recognise that some people are unable to pay subs. Parkwood has an equal opportunity in place so that no one is disadvantaged because of financial circumstances. Any player whose parents/guardian/carer cannot pay subs for any substantial reason, they can make an application to the club committee for a period of time and Parkwood Committee has the power to agree non-payment of subs in exceptional circumstances. The club cannot do this for everyone and each case will be taken into consideration on their merit.

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