



## Equality Policy

**Policy Statement** - Broxburn Athletic Football Club endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in football (in all its levels and forms), whether as players, spectators, casual participants, club members, officials, volunteers, coaches, office-bearers in the club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation. They can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

**Legal Obligations** - Broxburn Athletic FC is committed to avoid and eliminate unfair discrimination of any kind in football and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

**Positive Action** The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. Broxburn Athletic FC will therefore seek to institute, support, or contribute to appropriate measures or initiatives that enable access to football and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

**Implementation** The following steps will be taken to promote this policy and sports equality in football.

- A copy of this document is published on the Broxburn Athletic FC website.
- The Committee of Broxburn Athletic FC will take overall responsibility for ensuring the implementation and observation of this policy, and the requirement for all members of the organisation to follow this policy will be enshrined within the constitution.
- The Committee will take full account of the policy in arriving at all decisions in relation to activities of Broxburn Athletic FC. Broxburn Athletic Football Club – Equality Policy December 2020
- Broxburn Athletic FC will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of the findings in developing measures to promote and enhance equality in football.
- Broxburn Athletic FC will provide access to training, where appropriate, in order to raise awareness of collective and individual responsibilities for all of its committee members, members and employees, and enable access to suitable training for anyone involved in the sport, with a focus on coaches, and players in terms of equality and diversity training, as well as our general fan base.

It will be a condition of Broxburn Athletic FC membership that members formally adopt this policy and take steps to ensure that members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the Club's constitution; and to ensure that access to membership is open and inclusive; to



support such measures and initiatives that Broxburn Athletic FC may institute or take part in to advance the aims of this policy.

Note: Broxburn Athletic FC will provide advice and training support to members in the above areas linked to wider club development support and implementation of programmes. It will be a condition of Broxburn Athletic FC membership that individual and corporate members recognise that they are bound by this policy; and support such measures and initiatives that Broxburn Athletic FC may institute or take part in to advance the aims of this policy.

**Responsibility, Monitoring and Evaluation** The activities and initiatives against the aims of the policy will be reviewed on an annual basis by the and Committee of Broxburn Athletic FC.

The Committee Champion (appointed committee member) will report formally on this issue at the AGM. The Committee will appoint this designated project leader (Committee Champion) who will review any measures or initiatives that Broxburn Athletic FC may institute or take part in to promote and enhance equality in football, their findings being formally reported to the AGM.

The Committee will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM. Complaints and compliance Broxburn Athletic FC regard all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Broxburn Athletic Football Club's Equality Policy (October 2020) states that appropriate disciplinary action will be taken against any employee (including playing and coaching staff), member or volunteer who violates the Broxburn Athletic FC Equality Policy. Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a member of Broxburn Athletic FC, should make a formal complaint to the club via the relevant policies / procedure.

In the case of allegations of discriminatory behaviour against Broxburn Athletic FC itself or an employee (including playing or coaching staff) of Broxburn Athletic FC, the person may raise the matter by writing directly to the Chair of the Committee and contact details are available through our website. The designated role on the Committee will investigate the complaint personally or appoint a designated individual of Broxburn Athletic FC to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter. The outcome of the investigation will be notified to the parties in writing and reported to the Committee. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Committee may impose sanctions on that person or organisation in line with the Broxburn Athletic FC constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from Broxburn Athletic FC membership (including playing or coaching staff). In deciding what sanction is appropriate in a particular case the Committee will consider the severity of the matter and take account of any mitigating circumstances.

**Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.**

In the case that an individual associated with Broxburn Athletic FC is subject to allegations of unlawful discrimination in a court or tribunal, the Broxburn Athletic FC Committee, and its employees (including playing and coaching staff)



will fully co-operate with any investigation carried out by the relevant lawful authorities. Subject to the outcome, action may be taken as previously outlined in relation to the matter concerned.

Signed: A. Cunningham

Broxburn Athletic FC

1<sup>st</sup> September 2021