



# Anti-Discrimination & Equality Policy Document

V.2.0 Summer 2023

## EBBSFLEET UNITED WOMEN & YOUTH

### Introduction

Ebbsfleet United Women Football Club (EUWFC) Youth section is committed to providing a safe environment for all players, coaches, volunteers, parents, guardians and spectators.

This commitment extends to protecting anyone from experiencing discriminatory behaviour, whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability, and to encourage and practice equal opportunities, at all times.

### Club Commitment

Football belongs to and should be enjoyed by everyone who wants to participate in it.

**Our commitment is to confront and eliminate discrimination, whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability, or disability and to encourage equal opportunities.**

### Responsibilities

In all its activities, EUWFC Youth will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The club will ensure 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.

EUWFC Youth 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.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

EUWFC Youth 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.



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EUWFC Youth is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the Equality Act 2010.

### Reporting

If you are concerned by anyone associated with EUWFC Youth acting in a discriminatory manner, that is detrimental to the respect and welfare of players, coaches, volunteers, parents, guardians and spectators, please report this behaviour to the Club Safeguarding Officer, who will raise this concern to the Club Committee, for investigation.

For reference, The current EUWFC Youth Safeguarding Officer is:- **Sarah-Jane Heber-Hall O'Neill**. Sarah-Jane can be contacted by email at [safeguarding.euwfc@gmail.com](mailto:safeguarding.euwfc@gmail.com)

### Investigating

EUWFC Youth Committee members are committed to the immediate investigation of any claims when brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate, will be put in place.

### Amendments of this Policy

We may amend this Policy at any time, however if we do, then we will inform you and will place a revised version of the Policy on the EUWFC Website.