



Darfield JFC

Equality and Diversity Policy

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The purpose of this policy is to ensure fair access and equality to everyone involved with Darfield Junior Football Club, be it in the running of the Club, representing them as a player, or visiting as an opponent or guest; irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

We resolve to make the Club accessible and welcoming to all our members, guests and visitors, irrespective of the same matters.

We oppose all forms of unlawful and unfair discrimination.

We will review this policy as necessary, and will comply with all relevant legislation.

Darfield Junior Football Club and its appointed representatives will be treated fairly and equally. Appointment to the committee, as a team manager, or registration as a player, will be solely on the basis of aptitude and/or ability.

All team managers and registered players will be helped and encouraged to develop to their full potential and the talents and resources of the committee will be fully utilised to maximise their efficiency as an organisation.

Darfield Junior Football Club, our members, guests and visitors .

All representatives of Darfield Junior Football Club, namely; its committee, team managers, coaching staff, registered players, parents/guardians of registered players, and any and all other spectators linked to the Club will not discriminate or disadvantage any member, guest or visitor on the basis of any of the matters mentioned in the first paragraph of this policy.

Our priority is to provide a safe, welcoming and enjoyable sporting and social experience for all. Our policies and practice are driven by this.

The Club's activities involve regular interaction and contact with members, guests, visitors and the local community. Our approach to them and our Club policies and procedures will recognise this.

We resolve to ensure that all representatives behave appropriately and to the standards expected by the Club.

All our members, guests and visitors are entitled to be, and will be, treated with dignity and respect.

Committee members, and all team managers and coaches will be familiar with, and will fully comply with the Club's standards and expectations regarding behaviour, and will treat all people fairly and with respect.

Our commitment:

- All Club representatives are entitled to an environment which promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated. There is a clear expectation that all Club representatives will treat each other with dignity and respect.
- Our commitment to diversity and equality in all aspects of the Football Club is good practice.
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.
- This policy was originally developed and introduced in March 2013. Each committee member and team manager is advised on appointment and is aware of our expectations and of the Club's commitment to these standards.
- This policy appears on our website as an indication of our commitment.