



Tattenhoe FC



TATTENHOE FOOTBALL CLUB EQUALITY POLICY

Last updated March 2023

Tattenhoe Football Club believe that football belongs to and should be enjoyed by anyone who wants to participate in it.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that our club is equally accessible to all.

Tattenhoe Football Club in all its activities 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.

Tattenhoe Football Club 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.

Tattenhoe Football Club is committed to taking positive action where inequalities exist and share information about and encourage attendance at training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Tattenhoe Football Club 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.

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.



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REPORTING AND CLUB ACTION

Tattenhoe Football Club commits itself to the immediate investigation of any claims when brought to its 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.

1. In the first instance - report all incidents of discrimination to the Club Welfare Officer at clubwelfare@tattenhoefc.com OR Club Secretary at secretary@tattenhoefc.com.
2. Advice will be sought from the County FA Designated Safeguarding Officer and could be referred by them to The FA Case Management Team.
3. If necessary and appropriate, the police could be consulted.

ESCALATION

If any party involved in either the reporting or the recommend club action detailed above is unhappy with how the matter or the process has been handled, they have the right to escalate their concerns to the Chairman of the Club – please email chairman@tattenhoefc.com – Matt Aris, Telephone 07772 014489.

Upon receipt of any complaint – the matter will be fully investigated by the Chairman and a full review of the handling of the initial complaint undertaken.

Once the Chairman concludes the investigation, the decision will be provided to who has raised the complaint.

Should the parties remain dissatisfied, this can be further escalated to the County FA Safeguarding Officer.