



## Equalities Policy

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We have adopted an Equalities Policy that sets out our values in detail.

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.

All members of Larkhall Athletic Football Club are responsible for setting standards and values and accountable for applying them throughout the club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

Larkhall Athletic 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.

Larkhall Athletic Football Club 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.

Larkhall Athletic 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.

Larkhall Athletic Football Club expects all members to be ready to own how they act and how they speak and when challenged, to take on board other's points of view, be responsible for their actions, and ready to make amends in the ways that are asked of us. The club is committed to developing effective procedures for handling any issues about members' behaviour.

Larkhall Athletic 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 racial 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.

Larkhall Athletic 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.

### **OUR COMMITMENT**

Larkhall Athletic Football Club is committed to confronting and eliminating 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.

Overall responsibility for implementing this policy lies with the Club Board.