**LODDON SPORTS JUNIOR**

****Founded 1970

A Football Association Charter Standard Club

Affiliated to Hampshire F.A

Secretary – Mr Fred Bernsten

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**Loddon Sports Junior Club Equality Policy – September 2019**

Aim: To ensure the treatment of fairness and respect to all LYFC Members and players and preserving equality in accessibility to all.

Loddon Sports Junior Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

Loddon Sports Junior Football Club’s commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

Loddon Sports Junior Football Club, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

This policy states that Loddon Sports Junior Football Club will ensure that 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.

Loddon Sports Junior 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.

Loddon Sports Junior Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. We are committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within the club and within football.

Loddon Sports Junior 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 relevant equalities legislation – Race Relations Act 1976, Sex Discrimination Act 1975 Disability Discrimination Act 1995 as well as any amendments to these acts. Loddon Youth Football Club commits itself to the immediate investigation of any claims, when it is 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 be imposed as appropriate.

**Loddon Sports Junior Football Club Complaints Procedure:**

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct has been broken they should follow the procedures below.

1. The matter should be reported to the Club Secretary or another member of the committee. The report should include:

i. Details of what, when, and where the occurrence took place

ii. Any witness statement and names concerned

iii. Names of any others who have been treated in a similar way

iv. Details of any former complaints made about the incident, date, when and to whom made

v. A preference for a solution to the incident.

2. The Club’s Committee will sit for any hearings that are requested.

3. The Club’s Committee will have the power to:

i. Enforce warnings as to future conduct

ii. Suspend from membership

iii. Remove from membership any person found to have broken the Club’s Policies or Code of Conduct. If the complaint is with regard to the Club’s Committee the member has the right to report the discrimination direct to the relevant County Football Association.