

DUNBAR UNITED FOOTBALL CLUB



EQUALITY POLICY

Introduction

Dunbar United Football Club endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in football (in all its levels and forms), whether as players, spectators, club members, officials, volunteers, coaches and/or board members in the club:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.
- can be assured that recruitment, promotion, training, development assessment, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

Legal obligations

Dunbar United FC is committed to avoid and eliminate unfair discrimination of any kind in football and will under no circumstances condone unlawful discriminatory practices. The organisation takes a **zero-tolerance** approach to harassment. It is the role of the Board to address any actual or potential breaches of this policy.

Positive action

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Dunbar United FC will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to football and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to promote this policy and sports equality in football:

- A copy of this document is published on the Dunbar United FC website.
- The Board of Dunbar United FC will take overall responsibility for ensuring the implementation and observation of this policy, and the requirement for all members of the organisation to follow this policy will be enshrined within the constitution.

- The Board will take full account of the policy in arriving at all decisions in relation to activities of Dunbar United FC.

Dunbar United FC will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of the findings in developing measures to promote and enhance equality in football.

- Dunbar United FC will provide access to training, where appropriate, in order to raise awareness of collective and individual responsibilities for all of its Board members, members and employees, enabling access to suitable training for anyone involved in the sport, with a focus on coaches and players in terms of equality and diversity training, as well as our general fan base.
- It will be a condition of Dunbar United FC membership that members formally adopt this policy, and; take steps to ensure that members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the Club's constitution; and to ensure that access to membership is open and inclusive; to support such measures and initiatives that Dunbar United FC may institute or take part in to advance the aims of this policy.

Note: Dunbar United FC will provide advice and training support to members in the above areas linked to wider club development support and implementation of programmes.

- It will be a condition of Dunbar United FC membership that individual and corporate members recognise they are bound by this policy; and support such measures and initiatives that Dunbar United FC may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Board will review all Dunbar United FC activities and initiatives against the aims of the policy on a regular basis, and the Board Champion (currently Chair) will report formally on this issue at the AGM.

The Board will appoint a designated project leader (Board Champion) who will review any measures or initiatives that Dunbar United FC may institute or take part in to promote and enhance equality in football, their findings being formally reported to the AGM.

The Board will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

Complaints and compliance

Dunbar United FC regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in Appendix 1 as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee (inc. playing and coaching staff), member or volunteer who violates the Dunbar United FC Equality Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a member of Dunbar United FC, should make a formal complaint to the club via the relevant policies/procedure. In the case of allegations of discriminatory behaviour against Dunbar United FC itself or an employee (including playing or coaching staff) of Dunbar United FC, the person may raise the matter by writing directly to the Chair of the Board. Contact details are available through the website. Examples of unlawful reasons for discrimination can be found in Appendix 2.

The designated role on the Board will investigate the complaint personally or appoint a designated individual of Dunbar United FC to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Board may impose sanctions on that person or organisation in line with the Dunbar United FC constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from Dunbar United FC membership (inc. playing or coaching staff). In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual associated with Dunbar United FC is subject to allegations of unlawful discrimination in a court or tribunal, the Dunbar United FC Board and employees (including playing and coaching staff) will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Appendix 1

Types of Discrimination

1. Direct Discrimination

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

2. Indirect Discrimination

This is the application of a policy, criterion or practice which the employer applies to all employees, but which is such that:

- It is detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents.
- The employer cannot justify the need for the application of the policy on a neutral basis; and
- The person to whom the employer is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.

3. Harassment

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

4. Victimisation

This occurs when a person is treated less favourably because they have brought or intend to bring proceedings, or they have given or intend to give evidence.

Appendix 2

Unlawful Reasons for Discrimination

1. Sex

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women and those undergoing or intending to undergo gender reassignment.

Sexual harassment of men and women can be found to constitute sex discrimination. Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

2. Age

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.

3. Disability

It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services and ability to be employed, trained, or promoted as a non-disabled person.

4. Race

It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

5. Sexual Orientation

It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because s/he is homosexual, heterosexual or bisexual.

6. Religion or Belief

It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

7. Transgender Identity including Gender Reassignment

It is not permissible to treat a person less favourably because of their gender. The Gender Recognition Act of 2004 allows people to gain full recognition of their acquired gender. The legal recognition enables people to obtain a new birth certificate that shows their acquired gender enabling them to adopt almost all of the legal rights which are afforded to that sex. The Equality Act of 2010 makes gender reassignment a protected characteristic, this covers people who have undergone, plan to undergo or are presently undergoing some sort of reassignment.

DOCUMENT CONTROL

Version	Date	Notes
V1.0	December 2020	Original Version
V2.0	January 2022	Annual review of Policy
V3.0	October 2023	Review of Policy
V4.0	February 2026	Review of Policy