

# DERBYSHIRE FA

# EQUALITY POLICY

Derbyshire County FA is responsible for setting the standards and values to apply throughout football at every level in Derbyshire. Football is for all; it 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 Derbyshire County FA is equally accessible to all. All participants should abide and adhere to this Policy and to the requirements of the Equality Act 2010.

The FA's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic minority, religion or belief or disability, pregnancy and maternity and to encourage equal opportunities.

This Policy is fully supported by the Board of Derbyshire County FA and the Chief Executive, who are responsible for the implementation of this policy.

Derbyshire County FA 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.

Derbyshire County FA will not tolerate harassment, bullying, abuse or victimisation of a participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. Derbyshire County FA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Derbyshire County FA commits itself to the immediate investigation of any allegation, when it is brought to their attention, of discrimination and where such is found to be the case, Derbyshire County FA will require that the practice stop and impose sanctions as appropriate.

Derbyshire County FA are committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models are all key.

For more information please contact **Angie Harper** on [angela.harper@derbyshirefa.com](mailto:angela.harper@derbyshirefa.com) or **01332 361422**.