MIDDLESEX FOOTBALL ASSOCIATION
Equality Policy

Introduction

As the governing body of the game for the county of Middlesex, the Middlesex Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

This Equality Policy has been produced to provide a framework for Middlesex FA to implement an agreed set of guidelines that can provide more opportunities to all people to take part in the game.

The aim of this Policy is to ensure that everyone is treated fairly and with respect and that Middlesex County FA is equally accessible to every individual.

Equality Policy

Middlesex FA is committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address any such inequalities and by providing access and opportunities for all members of the community.

Middlesex FA is committed to confronting and eliminating discrimination whether by reason of gender, sexual orientation, marital status, age, race, nationality, ethnic origin, colour, religion or belief, ability or disability, and to encouraging equal opportunities.

Middlesex FA, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, age, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The Association will ensure that it treats people fairly and with respect and that it provides access and opportunities for all members of the community to take part in, and enjoy, its activities.

Middlesex FA will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this Policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The Association will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Middlesex FA 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 and Age Discrimination Act 2006, as well as any amendments to these Acts.

Middlesex FA commits itself to the immediate investigation of any claims, when they are brought to its attention, of discrimination on the above grounds. Such claims should be made in writing to the Association's Chief Executive. Where such claims are found to be proved, the Association will ensure that the practice is stopped and subsequent sanctions will be imposed, as appropriate.

Implementation

Middlesex FA will continue to follow The Football Association's guidance in the area of equality, which will support the Association in its commitment to ensuring that this Equality Policy is purposefully monitored, evaluated and developed.

Middlesex FA is 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 football. The Association is committed to the publication and promotion of this Policy and will ensure regular consultation with organisations involved with equality, to ensure that its policies, programmes and services are based on current legislation, research and good practice.

This Equality Policy is fully supported by the Council of Middlesex FA, and the Association's Chief Executive is responsible for the implementation of this Policy.