

Norfolk County Football Association

Equality Policy



As the governing body of the game for the County of Norfolk, Norfolk County 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.

All participants should abide and adhere to this policy and to the requirements of the Equality Act 2010.

This Equality Policy has been created to provide a framework for Norfolk County FA to implement an agreed set of guidelines that ensures that everyone has equal access to opportunities to participate in Norfolk Football. The aim of this Policy is to ensure that everyone is treated fairly and with respect, and that people from all backgrounds can participate in Norfolk County FA's activities and make use of its services free from discrimination.

All participants and other people engaged with the organisation's activities can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to engage with the organisation in an environment free from discrimination.

Norfolk County FA is committed to promoting equality by recognising that inequalities may exist, and as a result taking positive action to address any such inequalities.

Norfolk County FA is committed to promoting inclusion and to confronting and eliminating discrimination relating to the following "Protected Characteristics" outlined within the Equality Act 2010;

- Age
- Disability
- Sex
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

Norfolk County FA, in all its activities, will not discriminate, or in any way treat someone less favourably based on the above protected characteristics.

Complaints and Compliance

Norfolk County FA regards all forms of discriminatory behaviour as unacceptable and is concerned to ensure that individuals feel able to raise any genuine grievance or complaint related to such behaviour without fear of being penalised for doing so and will be fully supported throughout the whistleblowing process.

Should any person(s) believe they have been treated in a way which is thought to be in breach of this policy the incident should be reported directly to the Chief Executive. Where this is not appropriate, the incident should be raised with the Chairman of Norfolk County FA. A copy of the Norfolk County FA complaints procedure can be found on our website.

Norfolk County FA commits itself to the immediate investigation of any claims of discrimination, when they are brought to its attention. For the avoidance of doubt this includes, but is not limited to, direct discrimination, indirect discrimination, discrimination arising from disability, harassment, victimisation and/or bullying. Under the Equality Act 2010, individuals are protected from discrimination because of a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is perceived to have it. Where any reports of discrimination are found to have violated the Equality Policy, appropriate disciplinary action will be taken.

Implementation

Norfolk County FA's Equality Policy will be published on the organisation's website www.NorfolkFA.com, will feature within the staff handbook and be circulated to all Staff, Council and Board Members. Norfolk County FA will continue to follow Football Association 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.

Positive Action and Training

Norfolk County FA will commit to a programme of raising awareness, educating, investigating concerns and applying relevant and proportionate sanctions, campaigning and staff training which we believe are all key actions to promote inclusion and eradicate discrimination within football. Norfolk County FA has a commitment to review the Equality Policy and all organisational policies on an annual basis.

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

Signed: 

Gavin Lemmon
Chief Executive

Date: 19 December 2019