

# Equality & Inclusion Policy

2023/24 Season



**1. Introduction.** As the governing body of the game, The 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, everyone equally. In line with this statement, Vulcan Football Club is committed to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

Vulcan 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 everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. Equality of opportunity at Vulcan Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. This includes:

- The advertisement for volunteers
- The selection of candidates for volunteers
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

Vulcan Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

**2. Policy.** Vulcan Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their association, which is different from the requirements for others.
- Victimisation of an individual or harassment of an individual, by virtue of discrimination.



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- Imposing on an individual's requirements, which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition, which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex
- Any other act or omission of an act, which has as its effect the disadvantaging of a person against another, or others, purely on the above grounds. Thus, in the entire Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament be considered as objectively as possible.

Vulcan Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.

The Football Club commits itself to the disabled person whenever possible and will treat such people, in aspects of their recruitment and registration, in exactly the same manner as other people. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled people are helped in gaining access. Appropriate training will be made to such members who request it.

Vulcan Football club ensures that it complies as far as reasonable to ensure that children or adults with **disabilities** are able to access our facilities. This has been done by:

1. Creating 3 car parking spaces on an attached parking area
2. Ensuring a dedicated, purpose built toilet area is accessible at all times
3. The remit of our welfare officers cover disabilities.

Vulcan football club is committed to ensuring that **Gender equality** is there for all to see, we have done this by:

1. Ensuring that we have at least two female members in a Committee role
2. Ensuring that girls are able to play with the boys in football teams.
3. Paying for female coaches to gain qualifications.

Having girls only teams and successfully apply for funding to put on girls. 'Wildcats' coaching



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