



Founded 1953

# Caldicot Town



Association

FOOTBALL CLUB

Jubilee Way, Caldicot, Mon. NP26 4NA

*Officers: Chairman: Mr A. McKay, Finance Officer: Mr D. Grenyer Club Secretary: Mr. S. Bright*

## Equal Opportunities Policy

### Introduction

Caldicot Town Football Club is committed to promoting equality, diversity, and inclusion within all aspects of its activities. We are dedicated to providing an environment that respects the rights and dignity of every individual, ensuring that everyone is treated fairly and without discrimination.

This policy applies to all members, officials, coaches, players, volunteers, and spectators associated with the Club, regardless of their level or authority.

### Legal Framework

This policy aligns with the Equality Act 2010, which consolidates previous legislation, including the Race Relations Act 1976, Sex Discrimination Act 1986, and Disability Discrimination Act 1995. The Equality Act 2010 protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### Prohibited Discrimination

Discrimination, whether direct or indirect, is strictly prohibited. This includes but is not limited to:

1. **Unfavourable Treatment:** Treating any individual less favourably based on a protected characteristic.
2. **Unjustified Requirements:** Imposing requirements or conditions that disadvantage certain individuals more than others without valid justification.
3. **Victimisation:** Subjecting someone to detriment because they have raised a complaint or supported another's complaint of discrimination.



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4. **Harassment:** Engaging in unwanted conduct related to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
5. **Other Discriminatory Acts:** Any other acts or omissions that result in disadvantage or unfair treatment based on the protected characteristics listed above.

## Reporting and Investigations

Caldicot Town Football Club is committed to investigating any complaints of discrimination promptly and thoroughly. Where discrimination is identified, appropriate corrective actions will be taken, including but not limited to:

- Ceasing discriminatory practices immediately.
- Providing restitution for damages or losses where necessary.
- Disciplinary action against those found to have engaged in discriminatory behaviour.

## Reasonable Adjustments and Accessibility

The Club is committed to providing reasonable adjustments for disabled individuals to ensure full participation in all aspects of membership and activities. Where requested, appropriate support and training will be offered to facilitate inclusion.

## Positive Action

Where appropriate, the Club may take positive action to promote equality of opportunity for individuals who are at a disadvantage or have different needs due to a protected characteristic.

## Review and Monitoring

This policy will be regularly reviewed to ensure it remains effective and up-to-date with relevant legislation. Feedback from members is welcomed to enhance the effectiveness of this policy.

## Commitment

Caldicot Town Football Club is dedicated to promoting an inclusive culture where everyone feels respected, valued, and supported. All members are expected to uphold the principles outlined in this policy.