

BURNHAM RAMBLERS FOOTBALL CLUB

EQUALITY POLICY 2025

1. POLICY STATEMENT

BURNHAM RAMBLERS FOOTBALL CLUB IS COMMITTED TO PROVIDING AN ENVIRONMENT WHERE EVERYONE IS TREATED WITH RESPECT AND DIGNITY. WE PROMOTE EQUALITY OF OPPORTUNITY AND AIM TO ENSURE THAT OUR CLUB IS FREE FROM DISCRIMINATION, HARASSMENT, AND UNFAIR TREATMENT OF ANY KIND.

2. PURPOSE

THE PURPOSE OF THIS POLICY IS TO:

- ENSURE ALL PLAYERS, COACHES, OFFICIALS, VOLUNTEERS, MEMBERS, AND SPECTATORS ARE TREATED FAIRLY.**
- PROMOTE A WELCOMING AND INCLUSIVE ATMOSPHERE.**
- PREVENT UNLAWFUL DISCRIMINATION BASED ON CHARACTERISTICS PROTECTED BY LAW.**

3. SCOPE

THIS POLICY APPLIES TO:

- **ALL CLUB ACTIVITIES, INCLUDING MATCHES, TRAINING SESSIONS, EVENTS, AND SOCIAL FUNCTIONS.**
- **ALL MEMBERS, PLAYERS, STAFF, VOLUNTEERS, SUPPORTERS, AND VISITORS.**

4. COMMITMENT TO EQUALITY

BURNHAM RAMBLERS FOOTBALL CLUB WILL:

- **TREAT ALL INDIVIDUALS EQUALLY, REGARDLESS OF AGE, DISABILITY, GENDER, RACE, ETHNIC ORIGIN, NATIONALITY, RELIGION OR BELIEF, SEXUAL ORIENTATION, MARITAL STATUS, OR ANY OTHER PERSONAL CHARACTERISTIC.**
- **ENCOURAGE PARTICIPATION FROM ALL SECTIONS OF THE COMMUNITY.**
- **ENSURE OPPORTUNITIES FOR INVOLVEMENT IN FOOTBALL ARE OPEN AND ACCESSIBLE TO ALL.**
- **TAKE DISCIPLINARY ACTION AGAINST ANYONE WHO BREACHES THIS POLICY.**

5. RESPONSIBILITIES

- **THE CLUB COMMITTEE IS RESPONSIBLE FOR IMPLEMENTING THIS POLICY AND ENSURING COMPLIANCE.**
- **COACHES, VOLUNTEERS, AND OFFICIALS MUST PROMOTE EQUALITY THROUGH THEIR BEHAVIOUR AND DECISION-MAKING.**
- **ALL MEMBERS AND PARTICIPANTS MUST RESPECT THE RIGHTS AND DIGNITY OF OTHERS.**

6. BREACHES OF THE POLICY

ANY FORM OF DISCRIMINATION, HARASSMENT, BULLYING, OR VICTIMISATION WILL NOT BE TOLERATED.

- **REPORTS OF BREACHES WILL BE TAKEN SERIOUSLY, INVESTIGATED PROMPTLY, AND HANDLED CONFIDENTIALLY.**
- **APPROPRIATE ACTION WILL BE TAKEN, WHICH MAY INCLUDE WARNINGS, SUSPENSION, OR REMOVAL FROM THE CLUB.**

7. REVIEW

THIS POLICY WILL BE REVIEWED ANNUALLY BY THE CLUB COMMITTEE TO ENSURE IT REMAINS EFFECTIVE AND UP TO DATE WITH RELEVANT LEGISLATION AND FOOTBALL GOVERNING BODY GUIDANCE.

