

## **Equality Policy (the “Policy”) – Richmond & Kew Football Club**



The Football Association (“FA”) is responsible for setting the standards and values to apply throughout football at every level. Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it.

The aim of this Policy is to ensure that everyone is treated fairly and with respect and that the FA and Richmond & Kew Football Club (“RKFC”) is equally accessible to all.

All members must abide and adhere to this Policy and to the requirements of the Equality Act 2010.

The FA and RKFC’s commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

This Policy is fully supported by the Board of the FA and the Director of Football Regulation and Administration is responsible for the implementation of this Policy.

The FA and RKFC will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all our members to take part in, and enjoy, its activities.

The FA and RKFC will not tolerate harassment, including sexual harassment, bullying, abuse or victimisation of a participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. The FA and RKFC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The FA and RKFC commits to the immediate investigation of any allegation, when it is brought to their attention, of discrimination and where such is found to be the case, the FA and RKFC will require that the practice stop and impose sanctions as appropriate.

The FA and RKFC are committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models are all key actions to promote inclusion and eradicate discrimination within football.