



## **BARWON SOCCER CLUB**

### **ACCESS AND EQUITY POLICY**

#### **PURPOSE**

To ensure that Barwon Soccer Club continues to strive towards access for diverse members and volunteers and that all people associated with the club are treated equally and fairly, with dignity and respect.

#### **POLICY**

The Club will:

- Value the diversity of its participants and welcome people of all abilities and backgrounds to participate in the club
- Ensure equity is adopted across all areas of its operations including representation in areas of decision-making. The development of consistent and transparent procedures for selection, dealing with grievances etc will assist in the fair treatment of those associated with the club
- Respect the rights, dignity and worth of every person and will treat everyone equally, regardless of age, gender, race, ability, religious belief, sexuality and/or social/economic status
- Recognise the role every person plays to make the club a success. Success is not only measured by the on-field results, but by the feel and atmosphere of the club
- Commit to everyone having the right to enjoy their sport in a friendly and positive environment, free of harassment and intimidation and abuse. All club members have a responsibility to oppose discriminatory behaviour and promote equality in opportunity
- Deal with any incidence of discriminatory behaviour seriously, according to club disciplinary guidelines and grievance procedures. These dealings should be transparent and consistent
- Help new members feel like they belong, by introducing them to other members and showing them around the club
- Ensure that where juniors are concerned, that equal learning opportunities and playing time are put ahead of winning.

#### **PROCEDURES**

- Anyone is able to volunteer their services as a coach, committee member or general volunteer. Those who are new to the Club are monitored to ensure they are a good fit and applying the policy fairly

- Coaches are welcomed by the relevant co-ordinator and briefed as to the Club policy when it come to selection and playing philosophies
- Anyone with a grievance can refer to our Grievance and Complaints policy and procedures.

<b>President</b>	Colin Drain	Sign:
<b>Secretary</b>	Rachael Marshall	Sign: