



# AMMANFORD AFC

# EQUALITY POLICY

**Signed:**

**Print:**

Robert Thomas

**Date:**

July 2020

## **Equality Statement**

'Ammanford AFC is committed to promoting equality of opportunity to everyone who wishes to be involved in the Club. The Club is committed to avoiding and eliminating unfair discrimination of any kind and will, under no circumstances, condone unlawful discriminatory practices. The Club strives to ensure it provides an environment where everyone's rights, dignity and individual worth is respected' - Ammanford AFC Board of Directors

Ammanford AFC ("The Club") is committed to promoting equality of opportunity to everyone who wishes to be involved in the Club, whether as players, fans, employees, volunteers, Board members, contractors, suppliers, job applicants, and all others engaged with the Club's activities.

The Club strives to ensure everyone who wishes to be involved within the Club in whichever capacity has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion, belief, sex or sexual orientation.

All those involved within the Club can be assured of an environment in which their rights, dignity and individual worth is respected, and in particular that they are able to enjoy their engagement at the Club without the threat of intimidation, victimisation, harassment, bullying and abuse.

## **Legal Obligations**

Equality Act 2010 Under the Equality Act 2010, in the United Kingdom it is potentially unlawful to discriminate in relation to age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, gender or sexual orientation, which are known as Protected Characteristics. This means that individuals will be protected if they have a Characteristic, are assumed to have one or more, associate with someone who possesses one or more or are with someone who is assumed to possess one or more Characteristic(s). Ammanford AFC is committed to avoiding and eliminating unfair discrimination of any kind within the Club, and will, under no circumstances, condone unlawful discriminatory practices. The Club takes a zero-tolerance approach to discrimination, indirect and associative discrimination, discrimination by perception, harassment or victimisation.

## **Modern Slavery**

Ammanford AFC has a zero-tolerance approach to modern slavery and is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains and other business contacts, consistent with our disclosure obligations under the Modern Slavery Act 2015. By promoting equality throughout the organisation, more workers will be protected and service users will have greater confidence in the goods they buy and services they use.

## **Data Protection**

Ammanford AFC ensures that any personal information disclosed to us through the Equality Monitoring audits which are regularly undertaken will be treated in such a way as to comply with our Data Protection Policies and Procedures (drafted in line with the existing Data Protection Act 1998 and the General Data Protection Regulation which comes into force in May 2018).

## **Responsibility and Implementation**

The Board of Ammanford AFC will be accountable for ensuring the implementation of this policy and receive regular updates on Equality and Diversity matters at every Board meeting and interim Senior Management meetings. In addition to this, Ammanford AFC employees recognise their individual responsibility for the day to day implementation of equality at the Club, as per their individual employment contracts, new-starter inductions and subsequent training.

The following steps will be taken to publicise this policy and promote equality in Ammanford AFC: -

- A copy of this document will be published on the Ammanford AFC website and be made available in multiple formats on request;
- The Ammanford AFC Board will take overall accountability for ensuring that the policy is observed;
- The Board will take full account of the policy in arriving at all decisions in relation to activities of Ammanford AFC;
- Ammanford AFC will implement regular audits, surveys or other initiatives designed to assess the level of participation of individuals or groups who possess one or more Protected Characteristic
- Ammanford AFC will take account of the audits findings in developing measures to promote and enhance equality in the Club, as well as inform their overall Equality Action Plan
- Ammanford AFC will develop a rolling programme of training for all players, staff, fans, and Board members in order to raise awareness of both collective and individual responsibilities.

## **Monitoring and Evaluation**

The Club will review activities and initiatives against the aims of the policy and will report formally on this issue to the Board annually. Ammanford AFC's Board and will review the policy at intervals of no more than one year, (or when necessary due to changes in legislation) in line with the Club's policy review process. Complaints and Compliance Ammanford AFC considers all forms of discriminatory behaviours, as unacceptable, and is concerned with ensuring individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any players, fans, employees, volunteers, Board members, third-parties, and all others engaged with the Club's activities that violate this Equality Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this Policy by a player, member of staff, fan, Board member, third-party or any other person engaged with the Club's activities should consult with the Board for guidance on reporting discrimination.

An appointed person or persons of Ammanford AFC will investigate all formal complaints and the investigation will be conducted impartially, confidentiality, and without avoidable delay. Any person against whom a complaint is made will be informed of what is alleged and given the opportunity to present their side of the matter.

The parties in question will be notified of the outcome of the investigation in writing. If the investigation reveals unacceptable discriminatory behaviour, the Club will follow the necessary procedures and may impose sanctions on that person or persons in line with its policies.

In the event that an individual or organisation associated with Ammanford AFC is subject to allegations of unlawful discrimination in a court or tribunal, the Ammanford AFC Board will cooperate fully with any investigation carried out by the relevant lawful authorities.

### **Equality Action Plan**

Ammanford AFC's Equality Policy demonstrates our commitment to achieving significant positive change across the company and wider community over the coming three years and beyond. We anticipate the achievement of these objectives will result in meaningful improvements for all service users, volunteers, partner companies, contractors, suppliers and players, whilst also ensuring full compliance with the Equality Act 2010.

Our four key equality objectives are rooted within the overall direction of the Company and the Directors priorities to ensure that they are achievable and relevant. These objectives are monitored regularly by the Equality Lead, and Board of Directors.