



Harpenden Colts Football Club

Equality Policy

Harpenden Colts Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally.

Our commitment is to promote inclusion and to confront and eliminate discrimination - whether by reason of age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and to encourage equal opportunities for all.

Equality of opportunity at The Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on any of the above grounds. This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteer or Club positions.
- Selection of attendees or speakers at courses.
- External coaching, and education activities and awards.
- Football development activities.
- Selection for teams or membership of the Club.
- Appointments to honorary positions.

The Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. The Club commits itself to the immediate investigation of any allegation of discrimination as soon as it is brought to its attention. Where discrimination is established, the Club will require that the practice stop and shall impose sanctions as appropriate.

The Club is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination and the promotion of diversity within its own organisation, and within football as a whole.

All members of the Club are expected to abide by the requirements of the Equality Act 2010. The Act merges previous anti-discrimination legislation and provides a legal framework to protect the rights of individuals, and to advance equality of opportunity for all.

HCFC specifically commits itself to advancing equality of opportunity for disabled people and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. Assistance will be given wherever reasonably possible to ensure that disabled members are free to participate in the Club's activities.