



## Beverley WhiteStar Football Club

# Equity Policy

### **The Football Association**

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The FA's commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race nationality, ethnic origin, colour, religion or belief, ability or disability.

The FA is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

### **Beverley WhiteStar FC**

The Beverley WhiteStar Equity Policy is at the heart of everything we do. Our philosophy is '*Football For All*'

Through this, we aim to provide, wherever possible, the opportunities for people of all footballing abilities, the opportunity to get involved with the Club.

The aim of this policy is to ensure that everyone involved in, or who approaches, the Club is treated fairly and with respect and that Beverley WhiteStar Football Club is equally accessible to them all.

Beverley WhiteStar Football Club is responsible for setting standards and values to apply throughout the Club at any levels. Football belongs to, and should be enjoyed by anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Club officers who are responsible for the implementation of this policy.

Beverley WhiteStar Football Club, in all its activities, will not discriminate, nor in any way treat anyone less favourably on grounds of gender, sexual orientation, marital status, race nationality, ethnic origin, colour, religion or belief, ability or disability. It means that Beverley WhiteStar Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

For footballing ability, we aim to provide all players with the opportunity of enjoying the game (through training or matches) at the level they are most comfortable or suited to. We will also allow and encourage talented individuals access to football at a higher level if they so wish. As part of this support network, the Club has designated Official Scouts who are retained on a voluntary basis by the local professional football team, Hull City Football Club.

Beverley WhiteStar Football Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexually or racially based harassment or other discriminatory behaviour, whether physical or verbal. Beverley WhiteStar Football Club will work to ensure that such behaviour is met with appropriate action in whatever context that it occurs.

Beverley WhiteStar Football Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination and promote equality in football

Beverley WhiteStar Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation – Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Beverley WhiteStar Football Club commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds, and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

### **Club Complaints Procedure**

In the event that any member feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Codes of Conduct have been broken, then they should follow the procedures below:

1. If the discrimination involves or is directed towards a child or young person, then the matter must be reported directly to the Club Welfare Officer and dealt with via the Beverley WhiteStar Child Protection Policy (see separate policy, available on the Club website at [www.beverleywhitestar.co.uk](http://www.beverleywhitestar.co.uk) )
2. If the discrimination does not involve or is directed towards a child or young person then the matter must be reported to the Club Secretary or another member of the Club Committee  
The report should include
  - a. Details of what , when and where the occurrence took place,
  - b. Any witness statements and names,
  - c. Names of any others that have been treated in the same way,
  - d. Details of any former complaints made about the incident, date, when and to whom made, a preference for a solution to the incident.
3. The Club's Executive Committee will sit for any hearings that are requested.
4. The Club's Executive Committee will have the power to
  - a. Warn as to future conduct
  - b. Suspend an individual from membership of the Club
  - c. Remove from membership of the Club, any individual found to be in breach of the Club's Policies, Rules or Codes of Conduct

If the complaint is with regard to the Club's Executive Committee, then the Club member has the right to report the discrimination direct to the East Riding County Football Association

### **Beverley WhiteStar Football Club key contacts**

For further information, or if you need to report an incident, please contact the appropriate Club Executive Committee Member

Club Welfare Officer: Morag Shard - 27 Saxon Rise, Beverley, HU17 7SN  
01482 870637  
[mo@shard27.karoo.co.uk](mailto:mo@shard27.karoo.co.uk)

Club Secretary: Michael Burton - 24 Thurstan Road, Beverley, HU17 8LP  
01482 887692  
[mike.burton2000@yahoo.co.uk](mailto:mike.burton2000@yahoo.co.uk)

Club Chairman: Rod Hulme - 7, Jolley Drive, Beverley, HU17 8FS  
01482 866711  
[hulme7@hulme7.karoo.co.uk](mailto:hulme7@hulme7.karoo.co.uk)