

INCLUSION, DISCRIMINATION & DIVERSITY POLICY

INCLUSION

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or mental disabilities and members of other minority groups.

DISCRIMINATION

The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex or disability.

DIVERSITY

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations etc.

Shrivenham Football Club (SFC) is committed to eliminating discrimination and encouraging diversity and inclusion amongst our committee and within our football teams.

Our aim is to ensure that everyone is treated fairly and with respect and that the club is equally accessible to all. To that end the purpose of this policy is to provide equality and fairness for all in our 'employment'. SFC is committed to promoting inclusion and eliminating discrimination whether by reason of age; gender reassignment; marital status or civil partnership; pregnancy and maternity; disability; ethnicity; religion or belief; sex; sexual orientation. All 'employees' will be treated fairly and with respect. Selection for any role within the club or any other benefit will be on the basis of aptitude and ability. All participants will be treated fairly and with respect and SFC will do its best to provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

SFC will not tolerate harassment, bullying, abuse or victimisation of a member of staff or a participant, which for the purposes of this Policy includes discrimination, whether physical, psychological or verbal. SFC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. SFC commits itself to the immediate investigation of any allegation of discrimination, when brought to its attention and where such is found to be the case, will require that the practice stops and may discipline/impose sanctions as appropriate.

SFC is committed to inclusion and anti-discrimination, widening diversity and representation and promoting diverse role models which are all key actions to promote inclusion and eradicate discrimination within football. We are committed to creating an environment in which individual differences and the contributions of all our staff are recognised and valued. Furthermore, we are committed to creating an environment in which all Participants can enjoy football whether, playing, coaching, refereeing, tutoring, assessing, mentoring or spectating.

This policy will be monitored and reviewed on an annual basis and is fully supported by the committee and the Chair is responsible for the implementation of this Policy.
