**Equality Policy**

**Welcome to Our Equality Policy Page**

Cogenhoe United Football Club is committed to fostering an inclusive environment where everyone, regardless of background, is valued and respected. Our Equality Policy outlines our commitment to promoting equality and preventing discrimination, ensuring a positive experience for all members of our community.

**Purpose**

The purpose of this policy is to:

• Promote equality and diversity within the club.

• Prevent discrimination and harassment.

• Ensure that all individuals are treated fairly and with respect.

**Policy Statement**

Cogenhoe United Football Club is dedicated to ensuring that no person is discriminated against on the basis of:

• Age

• Disability

• Ethnicity

• Gender

• Gender Identity

• Marital Status

• Nationality

• Race

• Religion or Belief

• Sexual Orientation

We aim to:

• Provide equal opportunities and treatment for all members, participants, and stakeholders.

• Eliminate discrimination, harassment, and victimization within the club.

• Promote positive action to support underrepresented groups and individuals.

**Commitments**

**1. Equality of Opportunity**

• **Recruitment:** Ensure that recruitment and selection processes are fair and free from discrimination.

• **Training:** Provide training and support to staff, volunteers, and members to promote understanding of equality and diversity.

**2. Anti-Discrimination**

• **Policy Implementation:** Enforce this policy rigorously to prevent discrimination and address any incidents of discrimination or harassment.

• **Reporting:** Encourage members to report any concerns related to discrimination or unfair treatment.

**3. Accessibility**

• **Facilities:** Strive to make our facilities and activities accessible to everyone, including those with disabilities.

• **Communication:** Ensure that communication is clear and accessible to all members.

**4. Support and Guidance**

• **Support:** Provide support and guidance to individuals who experience discrimination or harassment.

• **Review:** Regularly review and update the policy to reflect best practices and legal requirements.

**Responsibilities**

**1. Club Officials**

• **Implementation:** Ensure the policy is implemented and adhered to within all club activities and operations.

• **Training:** Provide training and resources to support the policy.

**2. Members and Volunteers**

• **Adherence:** Adhere to the principles of equality and respect as outlined in this policy.

• **Reporting:** Report any concerns or incidents of discrimination or harassment to the appropriate club official.

**Procedures**

**1. Reporting Incidents**

• **Procedure:** Report any incidents of discrimination, harassment, or unfair treatment to a designated club official.

• **Confidentiality:** Ensure that reports are handled confidentially and sensitively.

**2. Investigation**

• **Process:** Investigate reported incidents in accordance with the club’s disciplinary procedures.

• **Action:** Take appropriate action based on the findings of the investigation.

**Contact Information**

For questions or concerns related to the Equality Policy, please contact:

• **Club Secretary:** Samuel Pickett

• **Email:** cogenhoeunitedsecretary@outlook.com

• **Telephone:** 07543047936