

# LESMAHAGOW COMMUNITY FOOTBALL CLUB

## Equity Policy

### Statement of Intent

Lesmahagow CFC is committed to ensuring that football is open to all and that barriers, whether real or perceived, are removed particularly in relation to those groups currently under represented who traditionally may not have seen football as their sport of choice.

Lesmahagow CFC recognises the importance of affording equity to all members, volunteers and present and potential employees involved in football. We are determined to ensure that every person regardless of disability, sex, age, sexual orientation, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, (together the 'Protected Characteristics' under the Equality Act 2010) has a genuine opportunity to participate to their full potential at all levels and in all roles within the sport.

To this end, Lesmahagow CFC aims to prevent any discrimination, either direct or indirect and ensure that no condition or requirement is imposed which cannot be justified.

Direct Discrimination is defined as treating a person less favourably than you would treat others because of a Protected Characteristic.

Indirect Discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a larger proportion of people of one protected characteristic than another and cannot be justified on grounds other than those relating to a protected characteristic.

### Objectives

Our Equity policy has the following objectives:

- To ensure that everyone who participates in football within our community receives fair and equitable treatment.
- To adopt a planned approach to eliminating perceived barriers which discriminate against or exclude particular groups.
- To ensure that no one receives less favourable treatment on the grounds set out in the Statement of Intent.
- To ensure that the content of any policies and procedures provide equity for all except where specific situations or conditions properly or reasonably prevent this.

## **Implementation, Monitoring and Evaluation**

Ultimate responsibility for implementing, monitoring and evaluating the Policy will rest with the Committee.

## **Compliance**

We will investigate any reports of alleged breaches of our Equity Policy and take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the appropriate policy or procedure.

