



# AMFC Equality & Diversity Policy

## The Aim

The aim of this policy is to ensure that everyone is treated fairly and with respect and that A M Football Coaching is equally accessible to them all. A M Football Coaching is responsible for setting standards and values to apply throughout the Company at every level. 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.

## The Policy

This policy is fully supported by the A M Football Coaching staff who are responsible for the implementation of this policy. A M Football Coaching, in all its activities will not discriminate, or in any way treat anyone less favourably on any grounds of age, gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that A M Football Coaching 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.

- A M Football Coaching will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.
- A M Football Coaching will work to ensure that such behaviour is met with appropriate action in whatever context it occurs, in line with our Discipline Process.
- A M Football Coaching 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 to promote the eradication of discrimination and promote equality in football.

- A M Football Coaching 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 - defined by the Equality Act 2010 as well as any amendments made to these acts and any new legislation.
- A M Football Coaching commits itself to the immediate investigation of any claims, when it is brought to its attention in line with the Complaints Process or Welfare Concern Reporting Processes, of discrimination on the above grounds and where such is found to be the case, sanctions will be imposed as decided by the Company's Discipline Process outlined in T&Cs.
- The Discipline Committee reserve the right to adjust this process, or sanctions.