

CASTLE JUNIORS FOOTBALL CLUB



Equality and Anti-Discrimination Policy - Version 3

1.0 Introduction

- 1.1 The Club is fully committed to the principles of equality of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate at all levels and in all roles of the sport, irrespective of their age, gender, ability, disability, religion, race, ethnic origin, nationality, social status or sexual orientation. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees.
- 1.2 The Club recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination of any description. This includes in advertising for and selecting volunteers; access to courses and training; selection for teams; and appointment to Club positions.
- 1.3 The Club will take, or support, positive action to eliminate individual and institutional discrimination and hereby adopts the following principles:
 1. The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport.
 2. The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, victimisation, harassment and abuse.
 3. All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and the Club's Management Committee is responsible for implementing, maintaining and dealing with any breaches of this policy in accordance with the requirements of the Club's Complaints and Discipline Policy.
 4. The Club regards any incidence of discriminatory behaviour as serious/gross misconduct and will deal with this according to the Club's Complaints and Discipline Policy.
- 1.4 The Club fully supports the aims and objectives of the Let's Kick Racism Out of Football and the Football Against Racism in Europe (FARE) campaigns and participates in them as appropriate. The Club also adheres to the FIFA Code of Conduct and the UEFA 10 point plan, copies of which are appended to this policy.

2.0 Discrimination

2.1 The Club regards any form of discrimination as serious/gross misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action under the provisions of the Club's Complaints and Discipline Policy. Discrimination can take the following forms:

Direct Discrimination

Treating a person less favourably than others would be treated in the same circumstances on the grounds of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.

Indirect Discrimination

Occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

Harassment

Described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient and are repeated over a period of time (this can mean having occurred more than once).

Victimisation

Described as when one person is treated less favourably than others because he or she has taken action under one of the relevant Club policies or relevant Code of Conduct or has provided information about discrimination, harassment or inappropriate behaviour concerning others.

3.0 Implementation

3.1 All persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy. Anyone who considers that there is a breach of this policy should raise this with a member of the Club's Management Committee, or the Club's Safeguarding Officer.

Signed:

Trevor Reid

Iain Greenway

**TREVOR REID
CHAIRPERSON**

**IAIN GREENWAY
TREASURER**

Date: 31 January 2022

Version	Date	Changes
1	January 2016	
2	January 2018	Minor changes to maintain consistency with other policies
3	January 2022	Removal of recruitment of ex-offenders section to Volunteering Policy; general tidying up

The FIFA Code of Conduct

FIFA's Code of Conduct encapsulates all the sporting, moral and ethical principles for which FIFA has always stood and for which it will continue to fight in the future, regardless of the influences and pressures that may be brought to bear.

The ten golden rules not only serve as a credo for FIFA as the world football body, but they also reinforce the sense of fraternity and cooperation among the members of the worldwide football family.

1. Play to Win

Winning is the object of playing any game. Never set out to lose. If you do not play to win, you are cheating your opponents, deceiving those who are watching, and also fooling yourself. Never give up against stronger opponents but never relent against weaker ones. It is an insult to any opponent to play at less than full strength. Play to win, until the final whistle.

2. Play Fair

Winning is without value if victory has been achieved unfairly or dishonestly. Cheating is easy, but brings no pleasure. Playing fair requires courage and character. It is also more satisfying. Fair Play always has its reward, even when the game is lost. Playing fair earns you respect, while cheats are detested. Remember: It's only a game. And games are pointless unless played fairly.

3. Observe the Laws of the Game

All games need rules to guide them. Without rules, there would be chaos. The rules of football are simple and easy to learn. Make an effort to learn them, so you understand the game better. This makes you a better player. It is just as important to understand the spirit of the rules. They are designed to make the game fun to play and fun to watch. By sticking to the rules, you will enjoy the game more.

4. Respect Opponents, Teammates, Referees, Officials and Spectators

Fair Play means respect. Without opponents there can be no game. They have the same rights as you have, including the right to be respected. Your teammates are your colleagues. You form a team in which all members are equal. Referees are there to maintain discipline and Fair Play. Always accept their decisions without arguing, and help them to help you enjoy the game more. Officials are also part of the game and must be respected accordingly. Spectators give the game atmosphere. They want to see the game played fairly, but must also behave fairly themselves.

5. Accept Defeat with Dignity

Nobody wins all the time. You win some, you lose some. Learn to lose graciously. Don't seek excuses for defeat. Genuine reasons will always be self-evident. Congratulate the winners with good grace. Don't blame the referee or anyone else. Determine to do better next time. Good losers earn more respect than bad winners.

6. Promote the Interests of Football

Football is the world's greatest game. But it always needs your help to keep it as Number One. Think of football's interests before your own. Think how your actions may affect the image of the game. Talk about the positive things in the game. Encourage other people to watch it or play it fairly. Help others to have as much fun from football as you do. Be an ambassador for the game.

7. Reject Corruption, Drugs, Racism, Violence and other Dangers to our Sport Football's huge popularity sometimes makes it vulnerable to negative outside interests.

Watch out for attempts to tempt you into cheating or using drugs. Drugs have no place in football or any other sport or in our society. Say No to Drugs. Help Kick Racism out of Football. Treat all players and everyone else equally, regardless of their skin colour or origin. Show that football does not want violence, even from your own fans. Football is Sport, and Sport is Peace.

8. Help Others to Resist Corrupting Pressures

You may hear that teammates or other people you know are being tempted to cheat in some way. They need your help. Don't hesitate to stand by them. Give them the strength to resist. Remind them of their commitment to their teammates and to the game itself. Form a block of solidarity, like a solid defence on the field of play.

9. Denounce Those who Attempt to Discredit our Sport

Don't be ashamed to show up anybody who you are sure is trying to make others cheat. It's better to expose them and have them removed before they can do any damage. It often takes more courage to denounce what is wrong, than to go along with a dishonest plan. Your honesty will be admired but your complicity will not. Don't just say No. Denounce the culprits who are trying to spoil our sport before they can persuade somebody else to say Yes.

10. Honour Those who Defend Football's Good Reputation

The good name of football has survived because the vast majority of people who love the game are honest and fair. Sometimes somebody does something exceptional that deserves our special recognition. They should be honoured and their fine example made public. This encourages others to act in the same way. Help promote football's image by publicising its good deeds.

The UEFA 10 point plan

Clubs will:

1. Issue a statement saying the club will not tolerate racism or sectarianism, spelling out the action it will take against those engaged in racist or sectarian chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.
2. Make public address announcements condemning racist and sectarian chanting at matches.
3. Make it a condition for season-ticket holders that they do not take part in racist or sectarian abuse.
4. Take action to prevent the sale of racist and sectarian literature inside and around the ground.
5. Take disciplinary action against players who engage in racial or sectarian abuse.
6. Contact other clubs to make sure they understand the club's policy on racism and sectarianism.
7. Encourage a common strategy between stewards and police for dealing with racist and sectarian abuse.
8. Remove all racist and sectarian graffiti from the ground as a matter of urgency.
9. Adopt an equal opportunities' policy in relation to employment and service provision.
10. Work with all other groups and agencies, such as the players union, supporters, schools, voluntary organisations, youth clubs, sponsors, local authorities, local businesses and police, to develop pro-active programmes and make progress to raise awareness of campaigning to eliminate racial or sectarian abuse and discrimination.