



Blisworth Football Club Trading Limited

(Registered Charity No. 1198290)

Courteenhall Road, Blisworth. NN7 3DD

Equal Opportunities Policy

Blisworth Football Club Trading Limited acknowledges that the United Kingdom is diverse in culture, race beliefs and religion and believes that no individual or group of people should receive less favourable treatment on the grounds of gender, age, colour, race, nationality, racial or national origins, cultural heritage, disability, marital status, social background, sexual orientation or geographical location. The amendment to the Equality Act 2010 (rulings dated 2025) legally defines 'sex' to mean "biological sex". The committee acknowledges that members of these groups are often under-represented, exposed to prejudice and stereotyping, and suffer various disadvantages within our society.

The purpose of this statement is to set out clearly and fully the positive action that Blisworth Football Club Trading Limited intends to take to combat direct and indirect discrimination in the management of the organisation, relationships with other bodies, and the services it provides to the community, community organisations and individuals. This also includes the amendments made to the Equality Act 2010 where, as of 2025, employers are to take reasonable steps to prevent and protect anyone (including employees) from sexual harassment. This includes third-party harassment where there is a liability for employers who failed to prevent harassment of employees by third parties (customers or clients). The trustees of Blisworth Football Club Trading Limited acknowledge their duty to anticipate when sexual harassment may occur and will take reasonable steps to prevent it.

Blisworth Football Club Trading Limited is committed to providing equality of opportunity in all areas of its work. It aims to overcome discrimination on the grounds mentioned above. The Equal Opportunities Policy will be implemented ensuring equality of provision in representation, service provision and accessibility.

The Aims of the Committee

Our aim is to ensure that we become aware of discrimination, as well as being truly representative of all sections of society and for all concerned to feel respected and able to give their best.

The following are in place:

- Disabled access;
- Installation of an induction loop;
- Signs and safety notices have a font size for all to clearly see and read;

Blisworth Football Club Trading Limited will:

- challenge practices, legislation and institutions, which seek to discriminate against or deny the rights of individuals or groups in any form;
- seek to take positive action to address the inequalities in our society;
- take positive and proactive reasonable steps to prevent sexual harassment of all trustees, committee members, volunteers, as well as third parties such as clients and users of the clubhouse;
- show commitment to the Equal Opportunities Policy set out in this document and will work to develop, improve and monitor it.

Blisworth Football Club Trading Limited acknowledges the definitions of various groups of people who are vulnerable to discrimination as set out in the Equality Act 2010. The committee will support and implement the legislation and will work to ensure that no person protected by the legislation is discriminated against unlawfully, and that any positive obligations and duties are performed. There is a zero-tolerance approach to any form of harassment which is unlawful and will not be tolerated. This includes sexual harassment, harassment and victimisation. Any evidence of this happening within the clubhouse may lead to disciplinary action. No trustee, committee member, volunteer, worker or customer should have to experience sexual harassment. The trustees of Blisworth Football Club Trading Limited take all concerns raised about harassment seriously and will act promptly to take action.

Blisworth Football Club Trading Limited are committed to inform all trustees and hirers about their rights and responsibilities, providing equal opportunities and preventing bullying, harassment, victimisation and unlawful discrimination. All trustees understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow trustees, customers/hirers, suppliers and the public.

The Blisworth Football Club Trading Limited Committee will:

- Deal with any complaints of discrimination and/or harassment promptly, impartially, thoroughly and confidentially;
- Ensure all hirers and committee members are aware of the clubhouse's policy on equality;
- Ensure that the Equal Opportunities Policy is monitored and reviewed annually;
- Challenge racism in any form and encourage its users to do the same;
- Challenge sexist policies, practices and attitudes;
- Challenge age discrimination in policies, practices and attitudes;
- Endorse the right of each individual to their own religious belief or the absence of a belief;
- Encourage people from under-represented groups to attend and participate in the activities of the clubhouse.

The Code of Conduct

- 1) People will be treated with dignity and respect regardless of the group to which they belong.
- 2) People's feelings and views will be valued and respected. Language or humour that people find offensive will not be used or tolerated, e.g. racist jokes or derogatory terminology.
- 3) No one will be harassed, abused or intimidated on the grounds that they belong to a vulnerable group. Incidents of harassment will be taken seriously, and the committee will undertake investigations of any complaints quickly, impartially, thoroughly and confidentially.

Date of policy: May 2026

Date of review: May 2027