



Equal Opportunities Policy

General Statement and Legislation

It is unlawful to discriminate against individuals, either directly or indirectly, in respect of any of the following characteristics: their age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and this policy has been prepared reference to the relevant Codes that deal with the legal obligations of employers and employees and service-users.

Oxford City Football Club is committed to confronting and eliminating discrimination for all parties within the club including (but not limited to) parents, players, staff, volunteers and families who use the facilities. The club also encourages similar commitments from every partnership organization the club deals with.

Within all club activities, Oxford City Football Club will not discriminate, or treat less favorably any person on grounds of age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In order to achieve this we will:

1. Welcome individuals from all backgrounds, regardless of gender, sexual orientation, race, nationality, ethnicity, religion, disability, age, marital status or parental status, gender-reassignment, pregnancy and maternity or academic ability
2. Take measures to avoid any form of discrimination in all activities and treat all individuals as equal regardless of gender, sexual orientation, race, nationality, ethnicity, religion, disability, age, marital status or parental status, gender-reassignment, pregnancy and maternity or academic ability.
3. Not tolerate any discriminatory language, behaviour or remarks by individuals working in or using the facility.
4. Accommodate religious and cultural preferences in activities and food.
5. Seek to value each person as an individual, respecting their religion, racial origin, cultural and linguistic background.
6. Respect and increase around about major events and religious festivals in staff and facility user's lives.
7. Ensure all members of staff are made aware of the Equal Opportunity Policy and commit to its principles and contents.
8. Not tolerate sexually or racially based harassment or discrimination of any kind. The Club will work to ensure that such behavior is met with appropriate disciplinary action.

Forms of Discrimination

The following are the kinds of discrimination which are against the Clubs' policy.

Direct Discrimination, where for example a person is less favorably treated because of sex, race or disability. Any harassment of one service-user by others will be considered to amount to direct discrimination and will be dealt with accordingly, if necessary through disciplinary procedure

Indirect discrimination, where a requirement or condition which cannot be justified is applied equally to all groups but has a disproportionately adverse effect upon one particular group.

Victimization, where a person is treated less favorably than others because they have made an allegation of discrimination or have supported someone else who has made an allegation.

Recruitment

Oxford City FC will take steps to ensure that applications are fully publicized so that applicants from a wider variety of backgrounds may apply and will ensure that there are equal opportunities at all stages of the recruitment process, including advertising, short-listing and selection for interview, and appointment.

Training

The club is committed to ensuring that there will be no direct or indirect discrimination in relation to the access of all staff and service-users to training and CPD opportunities.

Harassment and Bullying

Bullying and harassment in any form will not be allowed or condoned. Harassment is defined as unwanted conduct that has the effect of: (a) violating another's dignity; or (b) creating a hostile, degrading, humiliating or offensive environment. Harassment on grounds of a person's race, sex or sexual orientation, disability or religion is unlawful. The Club will take action if there is evidence to suggest that any employee or service-user is responsible for bullying or harassing a fellow employee or service-user.

Disciplinary and Grievance Procedure

The Club will treat any allegation of discrimination or harassment very seriously and will carry out a full investigation.

The employee/service-user complaining of discrimination will be protected against victimization or retaliation for bringing the complaint.

Disciplinary action will be taken against employee/service-user found guilty of any form of discrimination or harassment.

Monitoring the Policy

The club will ensure that the equal opportunities policy will be monitored and reviewed annually.