

Diversity and Equal Opportunities Policy

Purpose

To state the policy of FCFC on Diversity and Equality of Opportunity issues in relation to the use of Flitwick Community Football Centre.

Scope

Our aim is to make Flitwick Community Football Centre the football and wellbeing hub of our community. . The hall will be used by local people – but also on an ad-hoc basis by others as a venue for various events including family celebrations. The individuals falling within the scope of the policy include trustees, directors, staff, volunteers and users of the facility. FCFC recognises that everyone has a contribution to make to society, and a respect for diversity and equality issues is essential to make this work.

Definition

No job applicant or employee, member of committee, volunteer, or organisation / individual to which we provide services will be discriminated against by FCFC on the grounds of:

- Gender (including sex, marital status, gender re-assignment)
- Race (including ethnic origin, colour, nationality or national origin)
- Disability
- Sexual orientation
- Religion or belief

Promotion of respect for diversity and Equality of Opportunity will be achieved by the following;

- Opposing all forms of unlawful and unfair discrimination
- Treating all users of the facility, in whatever capacity, fairly and with respect
- Ensuring hire is open to all potential users, subject to availability, agreement to the Terms & Conditions of use of the facility, and compliance with those Terms & conditions. These state a specific requirement to adhere to policies
- Any employment vacancies will be advertised fairly, and will include a copy of this policy
- Selection for employment, volunteering, any form of training or other benefit will be made on the basis of aptitude and ability. All selection / rejection decisions will be recorded
- Employees, volunteers, and users of the centre have a legal and moral obligation not to discriminate on the grounds stated in the definition - against individuals or groups, and must report any such incident to a trustee or director. All responsible parties will be made aware of policies and required to read same
- To create an environment in which individual difference, and the contributions of all employees, volunteers and users of the centre are respected, recognised and valued
- To create an environment where all users, in whatever capacity, understand that they are part of an environment that promotes dignity and respect for all, and where intimidation, bullying, and harassment will not be tolerated

This policy will be monitored, and subject to annual review.