



## **Macclesfield Town Football Club Equality Policy**

### **1. Introduction:**

The aim of this policy is to ensure that all staff and employees, associates and stakeholders are treated fairly and with respect, and that Macclesfield Town Football Club is equally accessible to them all.

### **2. Policy Statement:**

Macclesfield Town Football Club is responsible for setting standards and values to apply throughout the club at every level.

Macclesfield Town Football Club 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.

This policy is fully supported by the Board of Directors, and Senior Management Team who are responsible for the implementation of this policy.

### **3. Purpose:**

Macclesfield Town Football Club recognizes its obligation under the Equality Act 2010 and The Codes of Practice published by the Equality and Human Rights Commission and the European Commission for the elimination of discrimination on the grounds of the following protected characteristics:

- Age;
- Disability;
- Gender reassignment;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation;
- Marriage and civil partnership;
- Maternity and pregnancy;

Therefore, Macclesfield Town Football Club, in all its activities will not discriminate, or in any way treat anyone less favourably on grounds of any of the above.

It means that Macclesfield Town Football Club 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.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' the any of the above protected characteristics. This means everyone is protected if they have a characteristic, are assumed to have one or associate with someone who has or is assumed to have one.



Employees and volunteers have a duty to co-operate with Macclesfield Town Football Club to make sure this policy is effective and provides equal opportunities to all and prevents discrimination. Macclesfield Town Football Club will take action against anyone who acts in a discriminatory way. Serious breaches of this policy may be treated as gross misconduct and dealt with accordingly. Macclesfield Town Football Club staff, players and volunteers can be personally liable for acts on unlawful discrimination.

Forms of discrimination and discriminatory behaviour include the following:

**Direct discrimination:**

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

**Indirect discrimination:**

Indirect discrimination putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.

**Discrimination arising from disability:**

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability. Disability is defined in this Act as a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on the ability to complete normal daily activities.

**Harassment:**

Harassment is unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them. This will also include bullying which is a personal form of harassment involving an abuse of power or influence to persistently criticize, or humiliate an individual. Macclesfield Town Football Club has a defined anti-bullying policy in place which will run alongside this policy.

**Victimisation:**

Victimisation is treating someone unfairly because they've complained or raised a grievance about discrimination or harassment. Or they have given evidence for someone else case of discrimination This can apply if they are denied a career or training opportunity, refused a reference or providing a negative reference.

**4. Recruitment:**

Macclesfield Town Football Club will recruit staff in a way that allows the best person for the role to be successful, based on experience and qualifications. All recruitment will follow the safer recruitment policy listed on the website.

Macclesfield Town Football Club 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 in order to promote the eradication of discrimination and promote equality in football.



## **5. Training:**

Board members and senior managers will be updated and re-trained on equality issues on an annual basis. Staff, players, and volunteers will complete EFL and FA training on equality and diversity as required. The whole staff team will be updated on equality and inclusion by the Designated Safeguarding Officer as and when required

## **6. The FA Charter Standard Club Programme Equality Policy:**

Macclesfield Town Football Club 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 equality legislation.

Macclesfield Town Football Club commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate.

### **Raising a Concern or Making an Allegation:**

Anyone wishing to raise a concern should do so either verbally or in writing to the Designated Safeguarding Officer (DSO) or the General Manager. The concern needs to be as specific as possible including any names, dates and locations where possible.

The DSO can be contacted as follows:

Email – [Welfare@mtfc.co.uk](mailto:Welfare@mtfc.co.uk) Tel 01625 264686

Macclesfield Town Football Club has a comprehensive whistleblowing policy in place and this outlines the process that will be followed by the club to resolve concerns and allegations that are not of a safeguarding nature.

The Equality Advisory Support Service (EASS) provides information and advice on discrimination and human rights.

<http://www.equalityadvisoryservice.com/app/ask>

Telephone: 0808 800 0082

Textphone: 0808 800 0084