



# Huntly Football Club

## Equal Opportunities Policy

Huntly Football Club is committed to the principles of fairness and respect. We support equal opportunities in employment and in access to facilities and oppose all forms of discrimination on the grounds of gender, disability, race or belief. No employee, visitor or supporter shall receive less favorable treatment because of gender, disability, race or belief.

It is in the interests of Huntly Football Club and those who work for us to ensure that all available human resource talents and skills are considered when employment opportunities arise. As such Huntly Football Club is committed to maintaining and managing a diverse work force.

This policy is applicable to all staff, volunteers, contract workers, spectators and guests of the Club on all premises and places of work occupied by the Club. The purpose of this policy is to ensure that Huntly Football Club complies with the **Race Relations Act 1976**, and **Equality Act 2010** as well as any amendments to these acts and any new legislation and to ensure any person falling within the definition of the Acts are treated equally and fairly.

### Disabled Access

The Club is committed to ensuring that its disabled supporters and customers have as full access as is reasonably possible to make all goods services and facilities provided or offered to the public by the Club.

The Club recognizes that not all of our facilities are fully accessible to disabled customers and we confirm that we are committed to making the necessary reasonable adjustments described by the EA and its relevant codes of Practice to ensure full compliance with legislation

The Club will undertake such additional works as are reasonably required within the timescales set out in the Act

### Complaints

The Club has a Grievance Procedure in place and guarantees to its supporters and customers that any complaints of discrimination will be investigated and dealt with as appropriate

The Club has advised all staff and volunteers that any incident of discrimination under the provision of these Acts is a serious matter and will be dealt with under the Club's disciplinary procedures.



## Employment

When considering persons for employment, Huntly Football Club will not discriminate against any individual;

- In the arrangements made for the purpose of determining whom employment should be offered to
- In terms under which employment is offered
- In deliberately refusing to offer or not offering employment to someone
- In the opportunities afforded to a person (i.e. promotion, training etc)
- In dismissing someone or subjecting them to any detriment based on their race, gender, disability or beliefs.

Signed: \_\_\_\_\_

Date: 22 September 2019