

**AFC Oldham (2005)**  
**Equal Opportunities Policy**

This document sets out our policy on equality and equal opportunities. This policy does not form part of any contract of employment and/or any guarantee of voluntary roles. We also reserve the right as a Committee amend it at any time.

Equality of opportunity and inclusivity is fundamental to the vision and values of the football club. The principles of equality and diversity are at the heart of the organisation and are supported by appropriate policies, procedures and good practice.

The overall aim of the policy is to ensure that all employees, volunteers, players and other individuals associated with the Club are treated fairly and with dignity and respect. This policy operates in accordance with the Volunteer Recruitment Policy with respect to roles and applicants at the club.

### **Statement of principle**

Our statement of principle on equality and equal opportunities is:

*'AFC Oldham is committed to a policy of treating all its employees, volunteers, players and other individuals associated with the Club equally. No individual will receive less favourable treatment because of any 'protected characteristic', namely: Age, Disability, Gender, Marriage or civil partnership status; Race, colour, nationality, ethnic or national origins, Religion or belief, Sexual orientation, Maternity, pregnancy or family leave.*

*No employees, volunteers, players and other individuals associated with the Club will be disadvantaged by any conditions of their role that cannot be justified as necessary on operational grounds. These principles of equality of opportunity and non-discrimination also apply to the manner in which our volunteers and committee members treat wider partners and visitors to the club.'*

All volunteers and players are expected to work with the committee towards these aims. In certain circumstances, players, volunteers and other individuals associated with the club can be personally liable for discrimination against others.

### **Equality principles**

There should be no discrimination because of any of the protected characteristics set out in our statement of principle on equal opportunities above. We will appoint, train, develop, reward and promote on the basis of merit and ability.

All club members have personal responsibility for the practical application of our equality policy, which extends to the treatment of potential new players, volunteers, opponents, partners and wide club officials/members.

The principles set out in this policy apply in the football club setting and outside the football club setting in a AFC Oldham-related context, such as on AFC Oldham related trips, events or club social events and at any time while a member is representing the club or wearing club clothing.

Our Bullying and Harassment Policy and Resolving Problems Procedure is available to any individual who believes that they may have been unfairly discriminated against. All members will not be victimised in any way for making such a complaint in good faith. Complaints of this nature will be dealt with seriously, in confidence and as soon as possible.

Disciplinary action will be taken against any individual who is found to have committed an act of unlawful discrimination. Serious breaches of this policy and incidents of harassment and bullying may be treated as gross misconduct. Unwarranted allegations that are not made in good faith may also be considered a serious disciplinary matter.