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## CHANGING LIVES THROUGH FOOTBALL

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On The Ball FC - part of the Fair Play Foundation (registered charity number SC048552)

### **Equality & Inclusion Policy**

The aim of this policy is to help to ensure that fans, players, staff, trustees, community participants and other people engaged with the organisation's activities, such as volunteers and interns, are treated fairly and with respect.

All Glasgow on the Ball (GotB) representatives must accept and adhere to this policy and to the requirements of the Equality Act 2010.

GotB is continually committed to promoting inclusion and to confronting and eliminating discrimination in respect of the following 'Protected Characteristics' outlined within the Equality Act 2010;

- Age
- Disability
- Sex
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

This Equality Policy is fully supported by the Trustees of the Fair Play Foundation and the organisation's Head of Football Operations is responsible for ensuring the implementation of this policy.

GotB will ensure that it treats everyone fairly and with respect and that it will provide opportunities for people from all backgrounds to participate in its activities and make use of, its services.

All complainants, fans, players, staff, trustees, participants and other people engaged with the organisation's activities can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to engage with the organisation in an environment free from discrimination.

### **Complaints and compliance**

GotB regards all forms of discriminatory behaviour, including, but not limited to behaviour described in the 'Relevant legislation and forms of unacceptable discrimination' (below) as unacceptable, and is concerned to ensure that individuals feel able to raise any genuine



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grievance or complaint related to such behaviour without fear of being penalised for doing so and will be fully supported throughout the whistleblowing process.

Appropriate disciplinary action will be taken against any staff member, trustee, player, volunteer or intern who is found to violate the Equality Policy.

Should any person(s) believe they have been treated in a way which is thought to be in breach of this policy the incident should be reported directly to the Club Welfare Officer and/or the Chief Executive Officer. Where not appropriate, the incident should be raised with another senior manager, trustee or committee member.

Any individual found to be in breach of this policy may face disciplinary action

### **Positive Action and Training**

GotB is committed to equality, inclusion and anti-discrimination. The organisation will challenge discriminatory behaviours and promote equality and inclusion in football. GotB understands the importance of raising awareness, education, investigating concerns and complaints, widening diversity and opportunities for under-represented groups and individuals, as well as promoting diverse role models.

This Equality Policy will be reviewed annually and amended where appropriate and necessary.

### **RELEVANT LEGISLATION AND FORMS OF UNACCEPTABLE DISCRIMINATION**

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout Great Britain and came into force in October 2010.

Discrimination refers to less favourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination because of a protected characteristic. This means that individuals will be protected if they have a



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characteristic, are assumed to have it, associate with someone who has it or with someone who is perceived to have it.

Forms of discrimination and discriminatory behaviour include the following:

### **Direct discrimination**

Direct discrimination occurs when a person is treated less favourably than somebody else because of a protected characteristic they have, or are thought to have, or alternatively because they associate with someone who has a protected characteristic.

### **Indirect discrimination**

Indirect discrimination occurs when a provision, policy or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Indirect discrimination can be justified if an organisation or individual can demonstrate that they have acted by appropriate means of achieving a legitimate aim.

### **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.

### **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

### **Victimisation**

Victimisation occurs when a person is treated less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

### **Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.



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\*Please note this is not an exhaustive list of the legal responsibilities of representatives of Glasgow on the Ball and others acting on behalf of the organisation.