



Equal Opportunities and Diversity Policy

We promote a working environment in which diversity is recognised, valued, and encouraged. We acknowledge the multicultural and diverse nature of the UK workforce and society in general. We are committed to principles of fairness and mutual respect where everyone accepts the concept of individual responsibility. These principles are embedded into Tavistock Football Development Centre selection, recruitment, programme delivery, assessment, and quality management/assurance. We recognise that discrimination in the workplace/provision of training in any form is unacceptable and, in most cases, unlawful. We view any breach seriously. We will investigate and potentially take appropriate action.

Definitions and Protected Characteristics

No member of staff, player, parent or guardian, or anyone our organisation deals with, receives less favourable treatment because of their protected characteristics. The protected characteristics are: -

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or Belief
- Sex
- Sexual Orientation

Our Stance

In adhering with this stance Football For All Youth Academy ensures equality of treatment for all by aiming to:

- Raise awareness of equality and diversity

- Ensure that you are never discriminated against or receive less favourable treatment because of a protective characteristic
- Acknowledge any issues that could be defined as discrimination, victimisation, or harassment with an appropriately sensitive and prompt investigation
- Comply in making suitable reasonable adjustments, which can apply to all of the listed protected characteristics.

Your Responsibilities

Each one of us is a stakeholder in the success of this policy. We expect you to make a positive contribution towards maintaining an environment of equal opportunity throughout the organisation. Please make sure you always observe this policy. You have individual responsibility to adopt the following:

- Do not take unlawful discriminatory actions or decisions contrary to the spirit of this policy.
- Do not discriminate against, harass, abuse, or intimidate anyone on account of their protected characteristics.
- Do not place pressure on any other learners to act in a discriminatory manner.
- Resist pressure to discriminate placed on you by others and report such approaches to an appropriate member of staff.
- Co-operate when we investigate, including providing evidence of conduct which may amount to discrimination.
- Co-operate with any measures introduced to develop or monitor equal opportunity.

Discrimination is not just treating one person less favourably than another. It can take place because: -

- someone associated with a person with a protected characteristic.
- someone is believed to possess a protected characteristic (even though they do not);

We expect you to treat, and be treated by an Academy player, parents & guardians, other staff and the people our organisation deals with considerately and with respect.

Where You Encounter Discrimination

- If you feel subject to discrimination of any kind as identified within this policy, make clear to the individual concerned that you find it unacceptable. Person-to-person discussion at an early stage may be enough to resolve your concern without involving anyone else. Alternatively, seek the help of a trusted colleague (e.g., Head coach, Director of Performance, Managing Director, or a trusted member of staff) and ask them to approach whoever has caused you offence.
- If discrimination continues, or you consider an instance to be particularly serious, you should consider who to highlight the issue with. For most cases this will likely be the Director of Performance or Managing Director. However, we appreciate that this staff member may be implicated in your concern and therefore when this happens, they should approach the Head Coach or other suitable senior person.

- **The staff member approached will carry out a suitable documented investigation or where more appropriate will refer the issue to an appropriate individual responsible for this area within the company.**
- **The result of the investigation into alleged discrimination will be communicated to you with information including the action taken and outcome highlighted if applicable or appropriate.**
- **If you feel dissatisfied about the outcome of the investigation and you want to appeal then you will need to contact the Managing Director within five working days of receiving the outcome, who will carry out/appoint a senior staff member to review these concerns.**