



## **Syngenta Juveniles FC (SJFC)**

### **Equality and Diversity Policy**

#### **1. Vision**

The SJFC vision is:-

To increase participation in football activities and development of children, young adults and children and young adults with disabilities within Scotland. To also promote the health and wellbeing of older adult male and females in taking part in Walking Football sessions.

#### **2. Mission**

The SJFC mission is:-

Since its inception, SJFC has been developed within the town of Grangemouth. Over the years, membership of the Club has spread to areas outside of Grangemouth. Football at youth level has now been recognised to be an integral part of Scottish football. It has also been recognised that younger ages should be taught the game in a more coherent, tolerant and organised manner. SJFC aims to provide football for children of all ages throughout Scotland to enable them to develop and flourish in the game of association football. Support every volunteer to enable them to develop within SJFC, and lead the way in modernising approaches to the provision of football ensuring the continued growth of grassroots football throughout Scotland.

#### **3. Objectives:-**

- The organisation's aim is to encourage public participation in football, football coaching and officiating for all ability levels throughout the local community.
- In pursuance of the above aims, the organisation will:
- Develop the skills of all participating players and officials;
- Develop lifestyle issues and the fitness of all participating players;
- Provide a positive, safe, non-competitive environment to play development football; ●

Provide as and when required, in conjunction with the National Development Plan, Regional Development Plan, and local leagues educational courses covering player protection, football development, drugs awareness, dietary requirements, first aid and or any other relevant education for all participating players and officials;

- Promote sportsmanship and fair play among officials, players and their parents; and ●
- Not discriminate against any organisation or person for reason of age, gender, disability, ethnicity, language, religion or social status.

#### 4. Our Culture

In our ways of working we seek to be:-

- Making a difference by drawing on the talents and potential of all.
- Innovative by encouraging creativity and new approaches to youth football. ●
- Collaborative by demonstrating respect for others.
- Accountable by taking responsibility for one's own actions so that SJFC is true to its' values.
- Making the best use of resources, including experience and knowledge.

#### 5. Equality and Diversity Policy:-

SJFC is an equal opportunities volunteer organisation. This means that all our policies incorporate the endorsement from the SJFC Board to ensure that no unlawful discrimination occurs either directly or indirectly, against any person on the grounds of gender, race, ethnicity, sexual orientation, age, faith/belief, nationality, education or family/marital status.

SJFC is committed to the elimination of discrimination, both direct and indirect, in all its services, procedures and practices. Direct Discrimination is treating a person, on one or more grounds, less favourably than others would be treated in the same or similar circumstances. Indirect Discrimination is applying a requirement or condition that, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown to be justifiable.

#### 6. Legislation:-

Equality and Human Rights in the UK are underpinned by a piece of legislation introduced by the Labour Government in 2010 aptly named – The Equality Act (2010).

The Equality Act (2010) brought together several pieces of legislation which had developed over decades to protect minority or vulnerable groups.

These include:

the Equal Pay Act 1970

the Sex Discrimination Act 1975  
the Race Relations Act 1976  
the Disability Discrimination Act 1995  
the Employment Equality (Religion or Belief) Regulations 2003  
the Employment Equality (Sexual Orientation) Regulations 2003  
the Employment Equality (Age) Regulations 2006  
the Equality Act 2006, Part 2  
the Equality Act (Sexual Orientation) Regulations 2007

## 7. Diversity

7.1 SJFC believes that Diversity broadens the concept of equal opportunities beyond the issues covered by the law. It recognises that people have different abilities to contribute to organisational goals and performance, and that the visible and non-visible differences between people can also lead to differences in experiences, values, attitudes, ways of thinking, behaving, communicating and working.

7.2 SJFC believes that valuing diversity can be a resource because it can produce many business benefits for the organisations which relate to recruitment, new ideas, credibility and membership. SJFC believes that:-

7.2.1 The lives of all human beings are of equal value, and everyone should have an equal right to access resources and opportunities to realise their potential;

7.2.2 Grassroots football is an accessible way in which individuals can realise their potential, overcome social exclusion and contribute to the wellbeing of communities both locally and nationally

7.2.3 By making the best use of everyone's talents and potential it is possible to create a productive environment in which organisational goals are met efficiently and Effectively

7.2.4 Through incorporating diversity into all its policies and procedures, practice, publications and activities, SJFC can model and promote the importance and benefits of diversity to its Club and Team officials, volunteers, membership and others.

## 8. Responsibility and Implementation

### 8.1. Responsibility

SJFC through the Executive Board, takes its' responsibilities for equality and diversity seriously and recognises that any discrimination that exists can only be eliminated in partnership with all Club and Team officials and volunteers.

Appropriate action will be taken to address any deficiencies in the implementation of the Policy, and disciplinary procedures may be used in the case of a breach of this policy.

The Club Secretary has overall responsibility for ensuring that this Policy is carried out.

All Club and Team officials will promote, support and uphold this policy in all their dealings with other members of SJFC, volunteers, parents and guardians and players.

## 8.2. Implementation

The SJFC Office bearers will work to:-

- Identify issues of organisational development and ensuring that diversity is embedded in all our policies and practices;
- Plan and set targets in relation to the implementation of the Equality and Diversity Policy on an annual basis.

## 9. Equality and Diversity Policy in Practice

SJFC and all the people of Scotland have the ability to use a tool called 'Positive Action' to ensure that their members, officials and affiliate members reflect the communities they live and work in.

By using 'Positive Action' we can initiate the essence of 'Equality IN PRACTICE' using football as a vehicle for community cohesion and celebration.

'Equality' in this sense is a process, it never ends and is flexible to reflect the changing circumstances of our different communities.

### 9.1 Recruitment of Club and Team officials/volunteers:-

By building a diverse group of officials, SJFC aims to take steps to ensure that knowledge of vacancies reaches underrepresented groups (as below).

Positive Action e.g. underrepresented groups will be encouraged to apply for training and volunteer opportunities with SJFC.

Wherever possible, special training will be provided for such groups to prepare them to compete on genuinely equal terms for roles within the Club. However, actual recruitment to all roles will be strictly on merit.

Wherever possible, efforts will be made to identify and remove unnecessary/unjustifiable barriers and provide appropriate facilities and conditions of service to meet the special needs of

disadvantaged and/or underrepresented groups.

By treating all applicants for roles fairly and ensure they are not discriminated against because of their race, gender, disability, age, religion, nationality, social background or sexual preference.

By regularly reviewing recruitment and selection procedures ensuring that there is fair access to all applicants. People will be selected on merit, based only on their skills, abilities and qualifications to carry out the duties and responsibilities of the post for which they have applied. By ensuring that all officials and volunteers are valued and treated with dignity and respect.

Where harassment, victimisation or bullying is found, this will be dealt with through the appropriate grievance procedures. Each Club and Team official has a responsibility to challenge and report inappropriate behaviour.

By providing fair access to training and development opportunities

By supporting and respecting officials in their cultural and religious beliefs

By considering adapting organisational requirements or existing practices where they are contrary to officials' cultural and religious needs; and

SJFC will, wherever reasonable and practicable, provide equipment, facilities and/or training for all disabled officials.

SJFC will provide and publicise clear information on how members, non-members and stakeholders can comment about the services they have received. This can be dealt with through our Complaints Management System.

SJFC will consult and actively listen to our members, non-members and stakeholders; and SJFC will seek to ensure that all venues used for external meetings and events are accessible.

#### 9.4 Policy Development

SJFC resources and policies will be developed and reviewed against the context of the Equality and Diversity Policy.

#### 9.5 Monitoring and Evaluation Specifically monitoring will cover:

Information collected will be analysed and used to check that our policies and practices are fair and prevent discrimination.

Developing the use of monitoring approaches to analyse and evaluate how effectively our services meet the needs of members, non-members and stakeholders.

## REMIT OF THE Syngenta Juveniles Football Club LEGISLATION WORKING GROUP:-

### PURPOSE

1.1 To lead on the Diversity Strategy by identifying issues of organisational development and ensuring that diversity is embedded in all our policies and practices.

1.2 To plan and set targets in relation to the implementation of policy each year.

1.3 Monitoring and Evaluating of implementation of all Syngenta Juveniles Football Club's Policies.

1.4 Review and account to Board and Members on progress.

### MEMBERSHIP

As determined by the appointments panel and approved by the board.

### FREQUENCY OF MEETINGS

Quarterly - with scope for additional meetings as required.

### REPORTING PROCEDURES

The Legislation Working Groups report directly to the Board