



Chelmsford City Football Club ("the Club") believes in fairness and is thus committed to a policy of equal treatment of all members, part- or full-time employees and volunteers. The Club requires all members, part or full time employees and volunteers of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equality and Human Rights Commission- <http://www.equalityhumanrights.com/>, whose websites can both be accessed directly from the Links page of the official website of Chelmsford City Football Club. All members, part- or full-time employees and volunteers of Chelmsford City Football Club are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986, and Disability Discrimination Act 1995. Specifically, discrimination is prohibited by:

1. Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, or disability less favourably than others.
2. Expecting an individual, solely on the grounds stated above, to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
3. Imposing on an individual requirement which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
4. Victimisation of an individual.
5. Harassment of an individual, by virtue of discrimination.
6. Any other act or omission of an act, which has as its effect the disadvantaging of a member, employee or volunteer against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion, and training processes, as well as disciplinary matters, it is essential that merit, experience, skills, and temperament are considered as objectively as possible.

Chelmsford City Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member, employee or volunteer of Chelmsford City Football Club found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Club's policy, any members offending will be dealt with under the disciplinary procedure.

Chelmsford City Football Club commits itself to the disabled person whenever possible and will treat such members, part- or full-time employees or volunteers in aspects of their recruitment and membership, in the same manner as other members, part- or full-time employees or volunteers. The difficulties of their disablement permitting, assistance will be given, wherever possible, to ensure that disabled members, part- or full-time employees or volunteers are helped in gaining access. Appropriate training will be made to such members who request it.

Chelmsford City Football Club will consider these equal opportunities policy when devising each of its operational objectives.

A copy of this policy has been issued to all existing members, part- or full-time employees and volunteers and will be brought to the attention of all new members, part- or full-time employees and volunteer.

*Policy last reviewed 9th May 2022*