



## **Equality policy and guidance**

Verwood Town Football Club (VTFC) is committed to creating and maintaining the safest possible environment for playing football.

The Football Association is responsible for setting the standards and values that apply to football at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

VTFC in all its activities will not discriminate or in any way, treat anyone less favourably on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The club will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.

VTFC will not tolerate harassment, bullying, abuse or victimisation of an individual, which is discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

**This policy is fully supported by the club committee who are responsible for the implementation of this policy.**

VTFC commits itself to the immediate investigation of any claims of discrimination brought to its attention. Where discrimination is found to have taken place, the club will require that the practice will stop and sanctions will be imposed as appropriate.

Our commitment is to confront and eliminate discrimination and to encourage equal opportunities.

It is the responsibility of the officials, coaches, volunteers, players, members and supporters of the club to adhere to these standards.

What to do if you witness or experience discrimination?

If any official, coach, volunteer, player, member or supporter feels that he or she has suffered or witnessed discrimination in any way, then they should:

- Children: report the concern to the child welfare officer [welfare@vtyfc.co.uk](mailto:welfare@vtyfc.co.uk) or 07758246452. Concerns can also be reported to the NSPCC 24 hour helpline 0808 800 5000. If a child is at immediate risk of harm then call the police or social care in your area (Dorset social care: 01305 228866. Concerns can also be reported to the FA [safeguarding@dorsetfa.com](mailto:safeguarding@dorsetfa.com)
- Adults: concerns can be reported to the welfare officer [welfare@vtyfc.co.uk](mailto:welfare@vtyfc.co.uk), youth secretary [youth secretary@btyfc.co.uk](mailto:youth_secretary@btyfc.co.uk), youth chairman [youth chairman@vtyfc.co.uk](mailto:youth_chairman@vtyfc.co.uk) or any other club committee member
- Include the following detail in the report
  - Detail of what, when and where the occurrence took place
  - Any witness statements and names
  - Names of others who have been treated in the same way
  - Details of other complaints made of a similar nature
  - Preferred solution/outcome
- The club disciplinary policy will then be followed.