



INTRODUCTION: Highfield Grange F.C. is committed to a policy of equal treatment and inclusion of all players, officials and parents. The club requires that all its members at whatever level or authority are to abide by this general principal and the requirements of the codes of practice issued by the Equal Opportunities Commission and Commission of Racial equality.

All members of the club are also expected to abide by the original requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 the Disability Discrimination Act (DDA) 1995 that has now come together under the Equality Act 2010.

Specific Discrimination is prohibited by members towards other members of Highfield Grange FC by :-

- Treating any individual on the grounds of gender, colour, marital status, race, nationality or ethic or national origin, religion, sexual orientation or disability any less favourably than others do.
- Expecting an individual solely on the grounds stated above to comply with the requirement(s) for any reason that what-so-ever related to their membership, which are different from the requirements of others.
- Imposing on an individual's requirements which are in-effect more onerous on that individual than they are on others. E.G. 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. Give priority to the interests of the team over individual interests.
- Victimisation of an individual.
- Harassment of an individual, by virtue of discrimination.
- Any other act or omission of a act or part of, which has as its effect of disadvantaging one member against another, or others, purely on the above grounds.

Highfield Grange F.C. commits itself to the immediate investigation of any claims of discrimination on the above grounds. Where such infringement is found to be the case, a requirement that :-

- The practice must cease forthwith will be made,
- Restitution of any damage or loss (if necessary)
- The investigation of any member (s) accused of discrimination. Any member (s) found offending will be dealt with under the club's disciplinary procedure A10AA code.

Highfield Grange F.C. commits itself to the inclusion of disabled persons whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given wherever possible to ensure disabled members are helped in gaining access to club functions. Appropriate training to members / officials in respect of dealing with disability who request it will be given by the club.

The club's headquarters at St Mathews Parish Hall has good level access externally, good internal egress and disabled toilet facilities plus baby changing.

Highfield Grange FC will endeavour in all its documentation to use a minimum size 12 height of print and were requested to run-off or supply electronically a larger print size on request if possible.

FURTHER INFORMATION: The non-departmental body www.equalrights.com can be contacted that also has a help advice line of 0800 800 0082