



INTRODUCTION: Highfield Grange F.C. realises that football belongs to and should be enjoyed by everyone regardless of his/ her background. The club will endeavour to try to be as diverse as it can in its thinking and treatment of individuals wishing to play for it and the officials who wish to administrate, coach and manage its teams from whatever group of society and social status they come from.

The parent club Highfield Grange F.C. is responsible for setting the standards and values to be applied throughout the club at every playing level. Football belongs to and should be enjoyed by everyone equally. Highfield's commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Highfield Grange FC equality of opportunity includes :-

- The advertisement for volunteers/ helpers or any other posts within the club.
- The selection of candidates for volunteers, officials, coaches and managers or any other position within the club.
- Courses or any other training
- External coaching and continuous professional development of our officials, coaches and managers.
- 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.
- Selection of teams.
- Appointments to honorary positions within the club

Highfield Grange F.C. will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with the appropriate action (club disciplinary code 210 AA) in whatever context it occurs

Highfield Grange F.C. is committed to a programme of development of on-going training and awareness raising events and activities either in-house or external ,in order to promote the eradication of discrimination within its own organisation and football as a whole.

FURTHER READING : The FA Grassroots Football Guide