



## Equality Policy

The aim of the National Football Youth League's Equality Policy is to ensure that players, staff, coaches, fans and all other people engaged with the organisation's activities, such as volunteers and interns, are treated fairly and with respect.

All National Football Youth League representatives must accept and adhere to this policy and to the requirements of the Equality Act 2010.

The National Football Youth League is continually committed to promoting inclusion and to confronting and eliminating discrimination in respect of the following 'Protected Characteristics' outlined within the Equality Act 2010;

- Age
- Disability
- Sex
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

This Equality Policy is fully supported by the National Football Youth League Committee and the organisation's Chief Executive Officer is responsible for ensuring the implementation of this policy.

The National Football Youth League will ensure that it treats everyone fairly and with respect and that it will provide opportunities for people from all backgrounds to participate in its activities and make use of, its services.

All players, staff, coaches, fans and all other people engaged with the organisation's activities can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to engage with the organisation in an environment free from discrimination.

The National Football Youth League will not tolerate harassment, bullying, abuse or victimisation of an individual (which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination). This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The National Football Youth League will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within the National Football Youth League and in the wider context, within football as a whole. We are also committed to circulating this policy to all our members.

## **Complaints and compliance**

The National Football Youth League regards all forms of discriminatory behaviour, including, but not limited to behaviour described in the 'Relevant legislation and forms of unacceptable discrimination' (below) as unacceptable, and is concerned to ensure that individuals feel able to raise any genuine grievance or complaint related to such behaviour without fear of being penalised for doing so and will be fully supported throughout the whistleblowing process.

Appropriate disciplinary action will be taken against any member, volunteer or intern who is found to violate the Equality Policy.

Should any person(s) believe they have been treated in a way which is thought to be in breach of this policy the incident should be reported directly to the Management Committee and/or the Chief Executive Officer. Where not appropriate, the incident should be raised with another member of the Committee.

### Positive Action and Training

The National Football Youth League is committed to equality, inclusion and anti-discrimination. The organisation will continue challenging discriminatory behaviours and promoting equality and inclusion in football. The National Football Youth League understands the importance of raising awareness, education, investigating concerns and complaints, widening diversity and opportunities for under-represented groups and individuals, as well as promoting diverse role models.

This Equality Policy will be reviewed annually and amended where appropriate and necessary.

Signed By  
Louise Macey  
September 2021

## **Relevant legislation and forms of unacceptable discrimination**

### Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout England and came into force in October 2010.

Discrimination refers to less favourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination because of a protected characteristic. This means that individuals will be protected if they have a

characteristic, are assumed to have it, associate with someone who has it or with someone who is perceived to have it.

## **Forms of discrimination and discriminatory behaviour include the following:**

### Direct discrimination

Direct discrimination occurs when a person is treated less favourably than somebody else because of a protected characteristic they have, or are thought to have, or alternatively because they associate with someone who has a protected characteristic.

### Indirect discrimination

Indirect discrimination occurs when a provision, policy or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Indirect discrimination can be justified if an organisation or individual can demonstrate that they have acted by appropriate means of achieving a legitimate aim.

### Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

### Victimisation

Victimisation occurs when a person is treated less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

### Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.