



NPLYFC Equality and Fairness Policy

The aim of this policy is to ensure that everyone who plays, coaches and watches football at NPLYFC is treated fairly and with Respect. The club is committed to encourage equal opportunities and to confront and eliminate discrimination whether by reason of:

- Gender
- Sexual Orientation
- Marital Status
- Race
- Nationality
- Ethnic Origin
- Colour
- Religion
- Disability

The Executive Committee of the football club are responsible for setting the standards and values which apply throughout the club and are implemented on a day to day basis by managers, coaches and volunteers.

The club will provide access and opportunities for members of the local community subject of course to there being suitable vacancies available for new members to join the club.

The Club will not tolerate harassment, bullying, abuse or victimisation of an individual or group of individuals (whether or not they are members of the club). For the purposes of this policy these acts are regarded as discrimination.

This policy will reflect the appropriate and currently applicable legislation which all members and visitors are required to abide by to include race relations, gender and disability discrimination legislation

The NPLYFC policy runs line with the Middlesex FA (associated county) Equality Policy, which can be found at the following link by clicking [here](#).

Complaints Procedure

The club commits to investigate of any reported breaches of this policy and if proven take such disciplinary action as it deems appropriate.

In the event that a member or child has suffered discrimination before, during or after a match they should report the matter to their Team Manager in the first instance.

If the complaint is against a team or club official the matter should be reported to the club's Child Welfare Officer. Wherever practicable all complaints will be investigated and the outcome communicated to the complainant within 28 days of notification.