

EQUALITY POLICY



Southampton Aztecs Futsal Club is committed to ensuring that it supports equality and diversity and recognises that the club's success depends upon all involved.

The club recognises that capitalising upon what is unique about individuals and drawing upon their perspectives and experiences will add value.

Our standards and values apply throughout the club at every level. We believe that Futsal belongs to and should be enjoyed by anyone who wants to participate in it.

We aim to comply with both the spirit and letter of the law regarding equality and diversity as set out in the provisions of the Equality Act 2010.

Southampton Aztecs FC rules and this Policy apply to all players and committee members.

OUR COMMITMENT

Southampton Aztecs Futsal Club will confront and eliminate discrimination, whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, status, ability or disability, and encourage equal opportunities.

POLICY

Southampton Aztecs Futsal Club, 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.

We aim to be fair and objective and ensure that all players;

- Are treated fairly and respectfully.
- Have the right to be free from unfair discrimination, harassment and bullying of any description.
- Have an equal chance to contribute and achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

The club will ensure it treats people fairly and with respect and will provide opportunities for community members to participate in and enjoy Futsal.

The club will not tolerate harassment, bullying, abuse or victimisation of an individual, which is regarded as discrimination for the purposes of this Policy and the actions and sanctions applicable. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

The club will ensure that such behaviour is met with appropriate action in whatever context. The club is committed to taking positive action where inequalities exist and to developing a programme of ongoing training and awareness-raising events and activities to promote the eradication of discrimination and equality.

The club commits itself to the immediate investigation of any claims, when brought to its attention, of discrimination on the above grounds. Where such practices are found, they must be stopped and appropriate sanctions imposed.

This Policy is fully supported by the Club Officers responsible for the implementation.

EQUALITY IMPACT ASSESSMENT

Equality Impact Assessment – initial screening	Does the Policy or its implementation:			
	Breach Equalities Legislation	Affect different groups in different ways (both positive and negative)	Promote equality/good relations?	Does Southampton Aztecs FC need to proceed to full EIA if in doubt then progress to full screening?
Gender	No	No	Yes	No
Race	No	No	Yes	No
Disability	No	No	Yes	No
Sexual Orientation	No	No	Yes	No
Religion and Beliefs	No	No	Yes	No

Policy Author:	Diane Wilson
Position:	Chair
Date of Policy:	10/09/2024
Review Date:	09/09/2024
Policy Available at www.southamptonaztecs.co.uk	

