



WESTMORLAND COUNTY FOOTBALL ASSOCIATION LIMITED EQUALITY POLICY

As the governing body of the game, within its boundaries, the Westmorland County Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Westmorland County FA is equally accessible to them all.

The Westmorland County FA's commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

The Westmorland County FA, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, age, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The Westmorland County FA is committed to promoting equality by treating everyone fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The Westmorland County FA 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 Westmorland County FA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Westmorland County FA is 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 football.

The Westmorland County FA is committed to a policy of equal treatment of all members and requires all members to abide by and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

The Westmorland County FA commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

This policy is fully supported by the Board of the Westmorland County FA and the Chief Executive is responsible for the implementation of this policy. Equality will form part of the CEO's update on the agenda at all Board meetings when there is a relevant issue to discuss.

This policy was approved on Thursday 31 March 2011 and shall be reviewed every 12 months.

Chair	Gary Aplin
Chief Executive	Peter G Dicksbury
Date	