

# Bury Football Club

Gigg Lane, Bury, BL9 9HR

Find us on:



Club Tel: 0161 764 4881 | Fax: 0161 764 5221 | Website: [www.buryfc.co.uk](http://www.buryfc.co.uk) | e-mail: [info@buryfc.co.uk](mailto:info@buryfc.co.uk)



## Bury Football Club Equal Opportunities and Diversity Policy

### 1.0 Equal Opportunities and Diversity Policy

- Bury Football Club Youth and Academy is committed to a policy of equal treatment of all players, staff, parents, carers, guardians and spectators and requires all players, staff, parents, guardians and spectators of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
- All players, staff, parents, guardians and spectators are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.
- Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, colleagues and partners.
- We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.
- Expecting an individual, solely on the grounds stated above, to comply with requirement(s) for any reason whatsoever, which are different from the requirements for others.
- Imposing individual requirements which are, in effect, more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual, by virtue of discrimination on any of the grounds stated above.
- Any other act, or omission of an act, which has, as its effect, the disadvantaging of a person against another, or others, purely on the above grounds. Thus, in the entire Academy's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- Bury FC Academy commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss, if necessary, and to the investigation of any member accused of discrimination.
- Any players, staff, parents, guardians and spectators found guilty of discrimination will be instructed to desist forthwith. Since discrimination, in its many forms, is against the Bury Football Youth and Academy policy, any players, staff, parents, guardians and spectators offending will be dealt with under Bury Football Club's Disciplinary Policy / Procedure.
- Bury Football Club Youth Academy commits itself to the disabled person, whenever possible, and will treat such players, staff, parents, carers, guardians and spectators, in aspects of their recruitment and attendance, in exactly the same manner as other players, staff, parents, carers, guardians and spectators. The difficulties of their disablement permitting assistance will be given, wherever possible, to ensure that disabled players, staff, parents, carers, guardians and spectators are helped in gaining access. Any and all appropriate training will be made to such personnel who request it.