



## **Cambridge City Football Club Equality, Diversity & Inclusion Policy**

**The Aim of this Policy is to promote inclusion, value diversity and eliminate discrimination. We will ensure that everyone is treated fairly, with respect and dignity, and that our club is equally accessible to all**

**Cambridge City FC** are responsible for setting standards and values that will apply throughout the Club at every level, as informed by the FA Charter Standard, the Isthmian League Commitment Statement and underpinned by legislation set out in the Equalities Act 2010.

**We will create an inclusive environment to which all are made welcome.** Football is for everyone and should be enjoyed by those who want to participate in it, whether they are players, supporters, visiting spectators, coaches, officials, indeed anyone of any age who wants to use the facilities at our ground.

**Cambridge City FC in all its activities will not discriminate or in anyway treat anyone less favourably** on grounds of: Age; Disability; Gender Re-assignment; Pregnancy and Maternity; Marriage and Civil Partnership; Race; Religion or Belief; Sex Equality; Sexual Orientation. These are known as the 'Protected Characteristics' under the Equality Act 2010.

**We will apply a zero tolerance approach to racism and all forms of discrimination** including bullying, abuse or victimisation of any individual(s). This includes sexual or racially based harassment or other discriminatory behaviour whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs

**The Club will ensure it treats its people fairly** and with respect, in a way that values everyone's efforts and different contributions. We will provide access and opportunities for all members of the community to take part in and enjoy its activities.

We are committed to taking **positive action where inequalities exist** and through awareness raising events and activities to promote both equality and the eradication of discrimination in football

Cambridge City FC commits itself to the **immediate investigation**, when brought to its attention, of any **concerns or complaints about discriminatory behaviour**. Where this is found to be the case appropriate disciplinary action will be taken

**This Equality and Diversity Policy is fully supported by the Board of Cambridge City Football Club who are responsible for its implementation**