



ECFC Academy Anti-Racism Policy

2018/19

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ECFC Academy Anti-Racism Policy

Statement of Intent

Exeter City Football Club Academy (The Academy) condemns racism in any form, either on or off the pitch. The Academy is committed to creating and maintaining a working environment free from racial harassment and abuse, with everyone connected with The Academy having a responsibility to prevent racial harassment or abuse.

Purpose

This policy is designed to provide clarity to Academy staff, parents/carers, players and other individuals or groups connected with Exeter City Football Club ("The Club") and its Academy regarding on the 'Whole Club' attitude toward issues of racial harassment and abuse. Further it is designed to promote good relations between persons of ethnic origin; promote a culture of socio-cultural inclusion; raise awareness of unacceptable behaviours and preserve the good name of the Club & Academy.

Undertakings

a) Staff

All employees have a responsibility to make it clear that inappropriate behavior of a racist nature, whether by intent or implied; is unacceptable and staff have a duty of care in loco parentis to ensure players, parents/carers and other associates are made well-aware of the Club & Academy's position on racist behaviour.

b) Players

Players should take personal responsibility to show respect to one another, opposition players, officials, responsible adults and parents/carers both on and off the field-of play and be courageous enough to correct racist behavior & attitudes they may see manifest in others.

c) Parents/carers

Parents/carers must demonstrate and uphold appropriate values and behaviours that support anti-racism within the Club, The Academy environment and outside, as an associate of ECFC, whilst being committed to ensure their sons/carees demonstrate & uphold the same.

Policy & Awareness

This policy is divided into four categories:

- 1. Definitions**
- 2. Staff responsibilities**
- 3. Relationships & Legal premise**
- 4. Club handling**
- 5. Complaints**

Viz:

1.0 Definitions

1.1. A racist incident is defined as any incident that is perceived to be racist by the victim, or any other person.

1.2. Racial harassment is defined as any verbal, physical, written or visible abuse that is based on a person's race, ethnic background, colour, nationality, language or cultural background – and is considered to be unwanted, unacceptable and/or offensive to the person.

2.0 Staff Responsibilities

2.1. Staff should feel empowered to handle racist incidents of harassment with a firm approach and warn (in the first instance) individuals or groups of the consequences of their continuing actions and words, should behavior not cease immediately.

2.2. Staff should be able to act (reasonably) in full knowledge that the Club and/or Academy will support them in dealing with anti-racist remarks or behaviours, whether intended or implied.

3.0 Relationships & Legal Premise

3.1. The Club enjoys a good working relationship with organisations such as Kick it Out and Show Racism the Red Card and will continue to work in conjunction with them in endorsing and demonstrating commitment to the cause.

3.2. All work and undertakings of the Academy will be handled with a continuing commitment to multi-culturalism, based on social norms and within the parameters of The Equality Act 2010.

4.0 Club Handling

4.1. Proven racial harassment or abuse will lead to action being taken against employees.

4.2. Players, parents/carers or family members and associates will be informed on a regular basis that any racist taunts, abusive or threatening behavior, whether intended or implied, will not be tolerated and will lead to further action if not ceased.

4.3. Academy Line Managers are required to operate in accordance with Club policy and pursue the complaints procedure as outlined below.

4.4. Employee(s) found guilty of racially harassing another employee, or any other person, is liable to disciplinary action and the normal disciplinary process will apply.

5.0 Complaints

This complaints procedure follows a three-step process:

STEP ONE: Complaints detailed in this policy should be brought to the attention of senior staff (typically HEW or Head of Phase), who will in the 1st instance address (if possible & practicable) any perceived problem brought to his/her attention.

STEP TWO: The Senior staff member, will, in the 2nd instance, report to Academy Operations Manager any actions taken or concerns that cannot be immediately addressed or brought to a satisfactory conclusion by him/her.

STEP THREE: Should a complaint and/or allegation need to move beyond informal 1st or 2nd steps: the Academy's Formal Complaints procedure will be activated according to Academy policy and the matter will be referred to HR, where Club procedures will apply.

Please note that the Club reserves the right to enter this sequence at any stage if the situation warrants such action.