



ECFC Academy Equality Policy

2018/19

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ECFC Academy Equality Policy

1.0 Overview & Statement

1.1. ECFC ('The Club') & Academy ('The Academy') fully support the principles of equal opportunities and is committed to ensuring that people are treated fairly and on an equal basis, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

1.2. The Academy wishes to have open access to all the services it offers. Further, it wishes to demonstrate equality in:

- *Selection, recruitment and training of all those working on its behalf.*
- *Format and content of syllabuses, regulations and assessments.*
- *Preparation, production and distribution of all materials by Exeter City.*

1.3. The policy applies to all players, parents/carers, employees, officers, consultants, contractors, volunteers, interns, casual workers and Agency workers.

1.4. The Academy will ensure equality through:

- A) The monitoring of practices procedures and data relating to the operations of its competitions schemes and assessment materials.
- B) The modification of any existing Rules, which may serve to inhibit the needs and performance of those people participating in its programme.
- C) In the formulation of its working procedures and production of information & educational materials, will seek to ensure that for its part, every reasonable effort is made in format, language and approach which, in relation to a person's age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation is:
 - *Appropriate to all persons.*
 - *Has the same meaning for all.*
 - *Implies openness of attitudes.*
 - *Clearly states the assumptions of experience, knowledge and competence.*
 - *Clearly states the activities that will be required to be performed.*
 - *Capable of being understood.*

1.5. In furtherance of this policy: the Academy will co-operate with all appropriate national, local & Regional Organisations and Agencies, including incorporation of BAME* guidelines and regulations, to develop the means of identifying and furthering an equal opportunities ethos in relation to recruitment, production of materials, practices & procedures adopted by staff and its agents.

1.6. The Academy expects all staff, players, parents/carers acting on its behalf to adhere to this statement and the spirit in which it is written.

2.0 Undertakings

2.1. Academy staff will identify means of monitoring and responding to any actions of its agents that in view of The Club & Academy does not adhere to this statement and the spirit in which it is written.

2.2. Details, clarification and definition applicable from an employment perspective is held in Central Services (ref: Point 3.1 below).

2.3. ECFC Academy ('The Academy') adopts The Club policy, where all information is provided on the use of social media procedures.

2.4. The policy does not form part of a player's registration, employee's contract of employment and may be amended at any time.

3.0. Further Information

3.1. Further information and detail regarding policy & procedure is contained in The Club's ('Exeter City AFC Ltd') Equal Opportunities Policy (appendix 3).

3.2. The following areas are explained in this document and can be found on the Exeter City FC web site, employee handbook as well as the Central Policy System (CPS) of the English Football League (EFL CPS).

3.3. *For guidelines relating to BAME definitions, recruitment procedures, EFL review findings & associated regulations: information can be found on the EFL web-site.

4.0 Club Policy Content

4.1. Policy overview & context

4.2. Equal opportunities commitment & aims

4.3. Definition of discrimination

4.4. Recruitment, promotion & selection procedures

4.5. Enforcement of policy & handling of breaches

4.6. Disabilities

3.7. Part-time & fixed-term work