

Equality

Motherwell Football Club Community Trust is committed to ensuring that equality is incorporated across all aspects of its business. Motherwell Football Club Community Trust's Equality Policy can be viewed below.

1 Statement of Intent

1.1 Motherwell Football Club Community Trust endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in Trust activities, whether as an employee, participant, volunteer, coach or spectator:

-

has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, colour, socioeconomic status or sexual orientation; and can be assured of an environment in which their rights, dignity and individual worth are respected; and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

1.2 Motherwell Football Club Community Trust is committed to avoiding and eliminating unfair discrimination of any kind in our activities and will, under no circumstances, condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment.

2 Purpose Of The Policy

2.1 Motherwell Football Club Community Trust wishes to ensure that all sectors of the community have the opportunity to participate equally and fully in its activities. Motherwell Football Club Community Trust recognises that past discrimination, whether intentional or otherwise, is denying some sectors of the community the opportunity to participate equally and fully in sport at all levels.

2.2 This policy has been produced to prevent/eliminate any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, participants and volunteers.

3 Actions

3.1 Motherwell Football Club Community Trust will produce and maintain an action plan to ensure the intent of this policy is delivered.

3.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business operational plan, itself reviewed and updated on an annual basis.

3.3 Motherwell Football Club Community Trust recognises that, in some cases, to achieve the principle of Equality, unequal effort is required and to this ends will encourage and support staff to consider positive action to tackle under-representation.

4 Legal Requirements

4.1 Additional to the intent set out within this policy, Motherwell Football Club Community Trust recognises its obligations in relation to the Equality Act 2010 and any later amendments to the above Act/regulations, or future Acts/regulations which are relevant to Motherwell Football Club Community Trust.

5 Discrimination, Harassment And Victimisation

5.1 Discrimination can take the following forms:

5.1.1 Direct Discrimination. Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

5.1.2 Indirect Discrimination. Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

5.1.3 Discrimination arising from Disability. When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

5.1.4 Harassment. Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

5.1.5 Motherwell Football Club Community Trust is committed to ensuring that its staff, coaches, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.1.6 Victimisation. It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

5.1.7 Bullying. Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

5.1.8 Motherwell Football Club Community Trust regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

6 Responsibility, Implementation and Communication

6.1 The following responsibilities will apply:

6.1.1 The Board of Trustees is responsible for ensuring that this Equality Policy is followed.

6.1.2 The General Manager has the overall responsibility for the implementation of the Equality Policy.

6.1.3 A specific member of staff has the overall responsibility for achieving the Equality Action Plan as this will form part of their work programme.

6.1.4 All employees, volunteers and participants have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality-related tasks.

6.2 The Equality Policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:

6.2.1 A copy of this document will be available to all staff (both permanent and contract), coaches, participants and volunteers of Motherwell Football Club Community Trust.

6.2.2 Motherwell Football Club Community Trust will take measures to ensure that its employment practices are non-discriminatory.

6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

6.2.4 A planned approach will be adopted to eliminate barriers which discriminate.

6.2.5 Ensure that consultants and advisers used by Motherwell Football Club Community Trust can demonstrate their commitment to the principles and practice of equality and that they abide by this policy.

6.3 The Equality Policy will be communicated in the following ways:

6.3.1 The Equality Policy will be part of the Staff Handbook and reference will be made to it in the Code of Conduct.

6.3.2 It will be covered in all staff and volunteer induction training, as well as coach education.

6.3.3 All members will be made aware of the policy's existence when they join and a summary of any revisions and subsequent training opportunities will be published.

6.3.4 It will be available on the Motherwell Football Club Community Trust Website.

6.3.5 The Equality Policy will be reviewed annually (or when necessary due to changes in legislation) and recommendations for changes to the Policy will be made to the Board of Trustees for ratification.

6.3.6 At time of review, a mechanism will be put in place to allow all staff, coaches, participants and volunteers to be part of the process.

7 Monitoring and Evaluation

7.1 The policy will apply for 1 year before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

7.2 The Equality Action Plan, created to ensure the intent of the policy is delivered, will be reviewed by the General Manager and the member of staff with the responsibility for its implementation, on an annual basis.

7.3 On an annual basis, statistical information will be produced by the General Manager for the Board, and will be published internally and externally, to show the impact of this policy.

8 Disciplinary and Grievance Procedures

8.1 The principles of equality outlined in this policy sit within the wider ethical framework as delineated in the Motherwell Football Club Community Trust Code of Conduct.

8.1.1 In accordance with the Motherwell Football Club Community Trust Code of Conduct an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the Motherwell Football Club Community Trust Grievance or Bullying & Harassment Procedure.

8.2 Appeals of initial findings are provided for through the Motherwell Football Club Community Trust Appeals Policy.