

Newcastle Town FC

Equal Opportunities Policy

Reviewed January 2017

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level.

Football belongs to, and should be enjoyed by, everyone equally. Newcastle Town Football Club's commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

- Newcastle Town Football Club is responsible for setting standards and values to apply throughout the club at every level.
- Equality of opportunity at Newcastle Town Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointment to honorary positions

Newcastle Town Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Newcastle Town Football Club is committed to the development for the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

Furthermore:

- Newcastle Town Football Club is committed to a policy of equal treatment of all members and requires all members 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 members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements of others.
- Imposing on an 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.
- Any other act or omission of an act, which has its effect the disadvantage of a member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skill and temperament are considered as objectively as possible.
- Newcastle Town Football Club 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 members accused of discrimination.
- Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club policy, any members offending will be dealt with under the disciplinary procedure.
- The Football Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Newcastle Town FC

Vulnerable Adults Policy

Newcastle Town FC has a professional duty to provide children and vulnerable adults with appropriate safety and protection. As welfare of the children/vulnerable adult is paramount, we are committed to providing safe equipment and facilities so that children/vulnerable adults may participate in activities and programmes in a secure environment. Additionally, we promote ethical behavior, providing children/vulnerable adults with a sense of being valued. On this basis, we aim to ensure safe recruitment practices are always followed, to establish the suitability of personnel to work with children and/or vulnerable adults.

It is ultimately the responsibility of the welfare officer to ensure that this policy is published accessible to all personnel, members and any relevant third party.

In order to provide safety, protection and security to children/vulnerable adults through out our operations, we will adhere to our child/vulnerable adult protection policy/statement and aim to:

- Protect all children and vulnerable adults from abuse, whatever their age, culture, disability, gender, language, ethnic origin, religious beliefs or sexuality.
- Raise awareness of child and vulnerable adult protection issues and promote good practice.
- Conduct risk assessments to minimize potential hazards to children and vulnerable adult welfare.
- Provide support to our personnel and members who have been abused and act proactively by preventing any similar incidents through risk assessments.
- Ensure all personnel and members fully understand their responsibility and are provided with the appropriate training/regular updates of the legislation.

In achieving our policy aims and being proactive, we have developed procedures related to the recruitment of personnel and members and how allegations of child/vulnerable adult abuse should be dealt with. In light of this, we implement safe recruitment practices, in checking the suitability of personnel to work with children and vulnerable adults.

Summary of the Recruitment Procedure

Applicants are required to complete an application form (which may lead to a subsequent interview) which contains explicit information about their past. These are required to be returned to the welfare officer and member of the committee managing the recruitment process. Where applicants will take significant responsibility for safeguarding children and vulnerable adults during activities within Newcastle Town FC and Newcastle Town Juniors FC, they will be required to complete a Criminal Records Bureau (CRC) check.

Personnel are selected on their suitability to meet the role related requirements and responsibilities and their ability to demonstrate that they can work safely with children and /or vulnerable adults. Applicants will receive confirmation verbally or in writing relating to the outcome of their application/interview. If the outcome is positive, arrangements are made for an induction and any relevant training, which includes clarification of activity requirements, responsibilities and child/vulnerable adult protection procedures and further identification of training needs. New members of personnel are then required confirm their agreement to abide by the Newcastle Town FC/Newcastle Juniors FC and the FA policies and procedures, including the child/vulnerable adult protection policy, in writing. Awareness of child/vulnerable adult protection practice will continue to be addressed via ongoing training.

Allegations will be taken seriously and dealt with as soon as practicable, in line with the recognized center's child/vulnerable adult protection policy.

The Child/Vulnerable Adult Protection Officer/The Welfare Officer is also responsible for conducting any investigation and demonstrating the results if the child/vulnerable adult abuse is suspected to be committed by a member of staff. Throughout this procedure, records will be maintained and kept securely and confidentially, separately from the candidates' file,

In the event of an allegation of child/vulnerable adult abuse being committed by any coach, volunteer, parent/guardian or member of Newcastle Town FC/Newcastle Town Juniors FC the Welfare Officer is required to report any allegation to the authorities.