



# Equal Opportunities Policy

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## **Statement**

The Futsal Stars Foundation is committed to ensuring that people who use our services or work for us are provided with Equal Opportunities.

## **Aims**

The Futsal Stars Foundation is committed to providing equal opportunities for all team members and others involved with Futsal Stars Foundation regardless of age, sex, sexual orientation, marital status, disability, creed, colour, ethnic or national origin and religion. To ensure that this policy is operating effectively (and for no other purpose) The Futsal Stars Foundation maintains records of employees' and applicants' racial origins, gender and disability. Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

The Futsal Stars Foundation will give sympathetic consideration to team members whose personal circumstances impact on their employment situation. The Futsal Stars Foundation will fulfil its obligations under the Sex Discrimination Act, the Race Relations Act, the Disability Discrimination Act, the Rehabilitation of Offenders Act, The Employment Equality (Age) Regulations 2006 and other relevant Acts and Codes of Practice to ensure that it operates fairly in the recruitment, promotion, transfer, training and dismissal of employees. It is the intention of The Futsal Stars Foundation to follow not only the letter of the law but also the spirit of the law.

## **Expectations**

The Futsal Stars Foundation expects the full co-operation of all team members in promoting equality of opportunity and they will have a duty to consider the impact of their actions on a day-to-day level. All written communications must be checked to ensure that the language is non-discriminatory and gender neutral. The Futsal Stars Foundation chair is responsible for ensuring that the policy is communicated effectively and is being implemented.

The Foundation has a responsibility to ensure equal treatment for all young people in fulfilling their potential, ensuring that no individuals or groups of people are afforded unfair privilege. We never tolerate discriminatory behaviour (homophobia, sexism or racism) and less favourable treatment, wherever this is brought to our attention, promoting an environment free from victimisation or bullying in any way, shape or form. The Foundation ensures involvement in all sectors of the community.

## **What to do if you feel you have been a victim**

- If a member of staff feels that s/he has been a victim of discrimination s/he must immediately raise the issue with Futsal Stars Foundation chair following The Futsal Stars Foundation Grievance Procedure.



- The Futsal Stars Foundation will not tolerate acts of unlawful discrimination and all complaints or incidents of such alleged behaviour that are within The Futsal Stars Foundation remit will be treated with necessary confidentiality and investigated, and appropriate action taken. Those who have raised a complaint under equal opportunities legislation will not be victimised. A team member found guilty of discrimination will be disciplined following the Disciplinary Procedure and this may lead to dismissal or contract termination if the team member is self employed.
- Should a prospective employee make a complaint about discrimination, the matter will be investigated thoroughly and the complainant will be provided with full information.