

# **PENWORTHAM TOWN/BOYS FOOTBALL CLUB**

Founder members - Central Lanc's J.F.L.  
Founder members - Mid Lanc's colts J.F.L.  
Founder members - L.E.P. Youth Division  
Founder members - Preston City Football D. L.  
Affiliated to the Lancashire Football Association

## **Equal Opportunities at Penwortham Town / Boys F.C.**

**Penwortham Town / Boys F.C.** is committed to a policy of equal treatment of all members, whether playing members or non-playing member and requires all members of whatever level from u7s through to the seniors, 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.

1. 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.
2. 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 to the requirements of others.
3. 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 is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.

4. Victimisation of any individual, either for our team's players or the opposition
5. Harassment of an individual (which for the purpose of this policy and the actions and sanctions applicable thereto is regarded as discrimination)
6. Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all

**Penwortham Town / Boys F.C.** 's recruitment, selection, promotion and training processes, as well disciplinary matters etc.-in other words all instances where those in control of members are required to make judgements between them - it is essential that merit, experience, skills and temperament are considered as objectively as possible.

**Penwortham Town / Boys F.C.** 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 member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against **Penwortham**

**Town / Boys F.C.'s** policy, any member offending will be dealt with under the disciplinary procedure.

**Penwortham Town / Boys F.C.** commits itself to the disable 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, whenever possible.