



East Fife F.C.

# Equal Opportunities Policy

## **EQUAL OPPORTUNITIES POLICY**

In the provision of the club, training, recruitment and employment of staff and volunteers and in all working practices, this organisation shall ensure equality of opportunity to all persons, children, young people and adults, regardless of race, colour or ethnic origins, nationality, gender, sexual orientation, class, age, disability, appearance, marital status or religion.

We recognise racism, sexism and other forms of discrimination, both institutional, personal are widespread in our society. Such discrimination prevents equality of opportunity in service delivery and employment.

We are committed to challenging and dismantling all forms of discrimination in our working practice.

We accept that there is a wide range of different and equally valid child-rearing techniques. We shall work in partnership with parents, guardians and carers, respectful of their child rearing practices.

We shall develop our club practice so that it is sensitive to and suitable for, all children and young people, reflecting the fundamental equality and worth of every child and young person, we shall promote this objective in our contract setting and relations with those involved with youth work.

We shall ensure that our football club setting reflects the wide range of cultural and other diversity in our society. Through our club resources and activities we will attempt to foster a positive sense of identity for all our children and young people. Resources or activities, which stereotype in any way, will not be accepted in our club setting.

We shall ensure that all our regular staff and volunteers attend training sessions in anti-discriminatory practice, examine sexism, racism and other forms of discrimination in society and in ourselves, and develop a way of combating discrimination in our organisation and in our practice.