



# Coleraine Football Club



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## EQUAL OPPORTUNITIES POLICY Coleraine FC

### 1 Statement of Policy

The aim of this policy is to communicate the commitment of Coleraine FC to the promotion of equality of opportunity within our club.

It is our policy to provide equality of opportunity to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All club members, office bearers, employees and volunteers who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Our equal opportunities policy applies to all club members, office bearers, employees and volunteers to help all those in our club to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources of available within our club.



Board of Directors

Chairman: Colin McKendry  
General Manager: Stevie McCann  
Director: Allister Kyle  
Director: Ivan Kyle

Vice Chairman: Raymond Smyth  
Secretary: Hunter McClelland  
Director: Greig McAfee  
Director: Simon Magee

President: Andy Magowan  
Club Chaplain: Rev. Robert McMullan  
Director: Richard McFetridge  
Director: Greg Calvin

VAT Registration No: 888442081  
Coleraine FC Ltd registered in Northern Ireland: NI 057618

## 2 Equality Commitments

We are committed to:

- Promoting equality of opportunity for all persons

Promoting an enjoyable sporting environment in which all persons are treated with respect

Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation

Fulfilling all our legal obligations under the equality legislation and associated codes of practice

Taking lawful affirmative or positive action, where appropriate

Regarding all breaches of equal opportunities policy as misconduct which will be dealt with through the club's normal procedures.

This policy will be made available to all club members and those working for the club through our website and social media platforms.

The effectiveness of our equal opportunities policy will be reviewed regularly [at least annually] and action taken as necessary.

## 3 Implementation

The club's office bearers, and including the Chair and Club Secretary, have specific responsibility for the effective implementation of this policy. Each office bearer also has responsibilities and we expect all our club members, volunteers and employees to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy we shall:

Communicate the policy widely

Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of staff

Provide equality training and guidance as appropriate to employees and volunteers

Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training

Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our club, its members, volunteers and staff.

Ensure that adequate resources are made available to fulfil the objectives of the policy.

## 4 Monitoring and Review

The effectiveness of our equal opportunities policy will be reviewed regularly and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

## 5 Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed club procedures which are outlined in the Club's Codes of Conduct. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination through the courts or to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:


- Sex Discrimination (Northern Ireland) Order 1976, as amended

Disability Discrimination Act 1995, as amended  
Race Relations (Northern Ireland) Order 1997, as amended  
Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003  
Fair Employment and Treatment (Northern Ireland) Order 1998, as amended  
Employment Equality (Age) Regulations (Northern Ireland) 2006  
Equal Pay Act (Northern Ireland) 1970, as amended.

However, employees wishing to make a complaint will normally be required to raise their complaint under our internal grievance procedures first<sup>2</sup>.

Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Date: 28/04/2020 .....

Signature:  ..... Chair

Signature:  ..... Secretary

## Appendices

For further information on the statutory disciplinary, dismissal and grievance procedures, see [www.lra.org.uk](http://www.lra.org.uk) or advisory publications of the Department for Employment and Learning at [www.delni.gov.uk](http://www.delni.gov.uk)