

# Gateshead Football Club Foundation



## Equality Policy

Version 1.0 Last Review Date 17/10/2023

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Gateshead Football Club Foundation is equally accessible to them all.

Gateshead Football Club Foundation is responsible for setting standards and values to apply throughout the Foundation at every level.

Our commitment is to confront and eliminate discrimination whether by reason of age, gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Foundation Trustees who are responsible for the implementation of this policy.

Gateshead Football Club Foundation, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of age, gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

Gateshead Football Club Foundation will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Gateshead Football Club Foundation will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Gateshead Football Club Foundation will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Gateshead Football Club Foundation is committed to taking positive action where inequalities exist.

Gateshead Football Club Foundation is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equality's legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Gateshead Football Club Foundation commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such are found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.