



# EQUAL OPPORTUNITIES JOB APPLICANTS AND EMPLOYEES POLICY AND PROCEDURE

Southampton Aztecs FC policy is to treat all players in the same way, regardless of their sex, sexual orientation, gender reassignment, religion or belief, marital status, civil partnership, age, race, ethnic origin and/or (unless justified) disability. Further, the organisation will monitor the composition of the workforce and aim to introduce positive action if it appears that this policy is not fully affective.

Our policy is to comply with both the spirit and letter of the law with regard to the provisions of the Equality Act 2010 (which replaces previous legislation such as Race Relations Act 1976 and Disability Discrimination Act 1995) and other relevant legislation.

Our rules and this Policy apply to all players, coaches and employees.

Any action taken under this Policy will be recorded and placed in Southampton Aztecs FC records.

## POLICY

Southampton Aztecs FC strives to be an equal opportunity Company. Equal opportunity is about the employment of good practices and efficient use of our most valuable asset, our players. Everyone employee has *personal* responsibility for the implementation of the policy. Any instance of doubt about the application of the policy, or other questions, should be addressed to Southampton Aztecs FC.

We will not discriminate on grounds of sex, sexual orientation, gender reassignment, age, religion or belief, marital status, civil partnership, ethnic origin, colour, nationality and/or (unless justified) disability.

The policy applies to all aspects of Southampton Aztecs FC work and services.

Players should note that the imposition of a condition or requirement which has an adverse impact on someone or is more likely to be affected by it; because of his or her sex, sexual orientation, disability, gender reassignment, religion or belief, age, race, civil partnership, marital status, will also be unlawful unless it can be justified on grounds of business need and/or due to the nature of Southampton Aztecs FC services. It may not be reasonable or reasonably practicable to remove such condition or requirement due to the individual and/or others being put at risk under health and safety. In these circumstances less favourable treatment may be justified in accordance with the statutory provisions.

Players who are disabled or become disabled should advice of any reasonable adjustments which they consider would assist them. Careful consideration will be given to any proposals of this nature and, where reason and/or reasonably practicable such adjustments will be made.



There may however be circumstances where it will not be reasonable or reasonably practicable for Southampton Aztecs FC to accommodate those proposals and/or due to the nature of our services, it may not be reasonable or reasonably practicable due to the individual and/or others being put at risk/harm under health and safety. In these circumstances less favourable treatment may be justified in accordance with the statutory provisions.

A member of staff may use raise a concern about alleged discriminatory conduct. Southampton Aztecs FC is concerned to ensure that players feel able to raise such concerns and no individual will be penalised for raising such a grievance unless it is untrue and made in bad faith.

Where it is evident that any player is falsely accused of discriminatory conduct, then he or she can raise this with Southampton Aztecs FC.

## DISCIPLINE

Any player who harasses any other employee/player on the grounds of race, age, sex, sexual orientation, gender reassignment, disability, religion or belief, will be dismissed from the team.

## HARASSMENT FROM THIRD PARTIES

Southampton Aztecs FC takes very seriously any acts of harassment against its players (which it has been made aware of). Southampton Aztecs FC must have been informed of such alleged incidents of harassment so that they can be fully investigated, and appropriate action taken as considered fit for the circumstances. This may include referring the matter to the Police. Players should raise their concerns to Southampton Aztecs FC directly.

## REVIEW OF POLICY AND PROCEDURE

All of Southampton Aztecs FC policies and procedures aim to ensure that employees are aware of, and confident that, the employer is complying with current legislation and is protecting the interests of both the needs of the business and the employee. In this respect, it may be appropriate to modify existing policies and/or procedures from time to time to reflect changes as appropriate, and this policy will be reviewed as necessary by Southampton Aztecs FC.



## EQUALITY IMPACT ASSESSMENT

Equality Impact Assessment – initial screening – Relevant Equality Area	Does the Policy or its implementation:			Does Southampton Aztecs FC need to proceed to full EIA if in doubt then progress to full screening)
	Breach Equalities Legislation?	Affect different groups in different ways (both positive and negative)	Promote equality/good relations?	
Gender	No	No	Yes	No
Race	No	No	Yes	No
Disability	No	No	Yes	No
Sexual Orientation	No	No	Yes	No
Religion and Beliefs	No	No	Yes	No

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<b>Position</b>	<b>Director of Futsal</b>
Date of Policy	14 <sup>th</sup> July 2022
Review Date	13 <sup>th</sup> July 2022



Policy available at [www.southamptonaztecs.co.uk](http://www.southamptonaztecs.co.uk)