



EQUALITY AND DIVERSITY POLICY AND PROCEDURE

Southampton Aztecs FC is committed to ensuring that it supports equality and diversity, embracing differences and recognises that the success of the Company depends upon its people. Southampton Aztecs FC further recognises that capitalising upon what is unique about individuals and drawing upon their different perspectives and experiences will add value to the way we deliver our services. Southampton Aztecs FC is committed to working with all partners in order to ensure practices are inclusive, providing equal opportunity to all.

Our policy is to comply with both the spirit and letter of the law with regard to equality and diversity as set out in the provisions of the Equality Act 2010.

Southampton Aztecs FC rules and this Policy and Procedure apply to all players and employees.

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

POLICY

Southampton Aztecs FC recognises that by accessing and developing talent from the widest possible talent pool, we can gain an insight into different markets and generate greater creativity in anticipating the needs of the people who access our services. Our aim is to constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed.

All Southampton Aztecs FC management and players have a responsibility to embrace and support the Company's aims. By using fair, objective and innovative practices, we aim to ensure that:

- All players are treated fairly and respectfully at all stages of their time with Southampton Aztecs FC
- All players have the right to be free from unfair discrimination, harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, sexual orientation, gender reassignment, marital or civil partnership status, race, disability, age, religion or belief.
- All players have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.



DISCRIMINATION

The following are the definitions of the protected characteristics and the types of discrimination:

Protected characteristics:

- Age
- Discrimination (definitions defined below)
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Definitions of discrimination

The following are the definitions of Discrimination and examples to support the understanding of the different types of discrimination:

1. Direct Discrimination

Definition: Occurs when someone is treated less favourably than another person because of the protected characteristic they have or are thought to have or because they associate with someone who has a “protected characteristic” (defined above).

2. Associative Discrimination

Definition: This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

3. Perceptive Discrimination

Definition: This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even when the person does not actually possess that characteristic.

4. Indirect Discrimination

Definition: This can occur when you have a condition, rule, policy or even a practice in the organisation that applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that you acted fairly and reasonably in managing and achieving a legitimate business aim and that consideration was given to less discriminatory alternatives to any decision made.

Southampton Aztecs FC aim is to ensure that the diversity of the communities we serve is reflected at all levels within our players:



GENDER

We aim is to ensure that women and men are fully and properly represented and that they are treated equally through challenging gender stereotypes.

Gender reassignment

People who propose, have started, or have completed gender reassignment are protected against all forms of discrimination and harassment. We aim to ensure that it takes positive steps to support people who are proposing, have started or have completed gender reassignment and that they are treated with dignity and respect and are not treated less favourably.

Marital and civil partnership status

Our aim is to ensure that people are treated fairly and equally irrespective of their marital, family or civil partnership status.

Race

We aim is to ensure that the racial and cultural diversity of our communities is represented at all levels:

- Challenging racial stereotypes
- Understanding, respecting and valuing different backgrounds and perspectives

Disability

We aim to ensure that the abilities of people who have a disability are recognised and valued through:

- Focusing on what people can do rather than on what they cannot.
- Challenging stereotypes about people with disabilities.
- Making appropriate and reasonable adjustments to help people with disabilities achieve their full potential.
- Ensuring that people with a disability are not treated less favourably or are unfairly discriminated against.
- Ensuring that those people who are associated with a person with a disability are not treated less favourably.

Age

Our aim is to ensure that age diversity is promoted and valued through:

- Challenging age stereotyping

Religion or belief

We aim is to ensure that people are treated fairly irrespective of their religion and/or belief by recognising individual's freedom of belief and right to protection from intolerance and persecution.



HIV

We aim is to ensure that discrimination against a player or potential player on the grounds that he or she has, or is thought to have, HIV or Aids is not accepted, and confidentiality will be respected in line with the wishes of an individual with HIV or Aids.

Sexual orientation

We aim to ensure that people are treated fairly irrespective of their sexual orientation through:

- Respecting different lifestyles
- Challenging negative stereotypical views

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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Policy available at www.southamptonaztecs.co.uk