



EQUAL OPPORTUNITIES POLICY

Statement of policy

The aim of this policy is to communicate the commitment of the Committee and AGM Body to the promotion of equality of opportunity in Cardiff Dragons Football Club.

It is our policy to provide employment equality 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 a Traveller)
- Disability
- Sexual orientation
- Age
- Actual or perceived AIDS/HIV status, or actual or perceived association with an HIV positive person

We are opposed to all forms of unlawful and unfair discrimination. All members will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about team selection, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the Club is not only good management practice, it also makes sound business sense. Our equal opportunities policy will help all those who accept membership with us to develop their full potential and their talents and resources will be utilised fully to maximise the efficiency of the Club.

To whom does the policy apply? (Scope)

This policy applies to all members or prospective members of the Club.



Equality commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious 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
- Complying with our own equal opportunities policy and associated policies
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by the AGM Body.

Implementation

The Chairperson has specific responsibility for the effective implementation of this policy. Each Committee member also has responsibilities and we expect all our members to abide by the policy and help create the equality environment which is its objective. In order to implement this policy we shall:

- Communicate the policy to all members
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all Committee members
- Provide equality training and guidance as appropriate, including training on induction and management courses
- Incorporate equal opportunities notices into general communications practices (eg, newsletters)
- 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 organisation and our workforce
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed annually at the AGM and action taken as necessary.

Complaints

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures outlined in the Constitution. A copy of these procedures is available from the



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Secretary. All complaints of discrimination will be dealt with seriously, promptly and confidentially. In addition to our internal procedures, members have the right to pursue complaints of discrimination through appropriate legal channels.

Ratified by majority vote on:

Verified by Chairperson (Sign): _____ **Date:**

Version Control:

V1: Dave Kelly, ratified by EGM on