

## REAL FC LTD EQUAL OPPORTUNITIES POLICY

Real FC is committed to a policy of equal treatment of all members and those involved with Real FC such as coaches, volunteers and members. Real FC requires all such individuals of whatever level or authority to abide and adhere to this general principle and the requirements of the Equality Act, 2010. The following is prohibited:

- Treating any individual less favourably than others because of their sex, sexual orientation, race, age, marital status and civil partnership, gender reassignment, pregnancy and maternity, religion or belief, or disability (“the Characteristics”).
- Expecting an individual to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others because of their Characteristic(s).
- Imposing on individuals’ requirements, which are in effect, more onerous on that individual to comply with because of their Characteristic(s) than it is on others who do not have that Characteristic(s). For example, this would include applying a condition (which is not warranted by the requirements of the position), which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual because they made a protected act. A protected act includes making a complaint that a person has contravened the Equality Act 2010 or bringing proceedings under the Equality Act 2010.
- Harassment of an individual which involves engaging in unwanted conduct related to a Characteristic(s) and the conduct has the purpose or effect of violating that individual’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
- Any other act or omission of an act, which has, as its effect the disadvantaging of a member against another, or others, purely because of a member’s Characteristic(s). Thus, in all of Real FC’s recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of members are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Real FC will investigate claims of discrimination, victimisation or harassment on the above grounds and take any necessary action required.

As discrimination, victimisation or harassment is against Real FC’s policy, any members in breach of this policy may be dealt with under the disciplinary procedure.