



## **Equality Policy**

As the governing body of the game, the Kent County Football Association (Kent FA) is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by anyone who wants to participate in it.

The Kent FA's commitment is to challenge and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities.

The Kent FA is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Kent FA is equally accessible to them all. The Kent FA is responsible for setting standards and values to apply throughout football at every level.

This policy is fully supported by the Board of the Kent FA and the Chief Executive Officer is responsible for its implementation.

The Kent FA, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, religion or belief, ability or disability. The Kent FA 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.

The Kent FA 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. The Kent FA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Kent FA is committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within football.

The Kent FA 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 equalities legislation under the Equality Act 2010.

The Kent FA commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.