



## **PORT VALE FC EQUALITY POLICY**

The football league has recently developed an Inclusion and Anti-Discrimination Plan which extends to all areas of the game-playing, supporting, managing, administering and volunteering. It reflects football's commitment to eliminate discrimination whether by reasons of race, nationality, ethnic origin, age, gender reassignment, sexual orientation, marital status, religion or belief, ability or disability.

The aim of our policy is to ensure that everyone is treated fairly and with respect. Port Vale FC is committed to ensuring that football is inclusive of all communities and free from discrimination. We endeavour to make people welcome and able to participate in the club's activities both on and off the pitch.

Our commitment is to eliminate any discrimination whether by reasons of race, nationality, ethnic origin, age, gender, religion or belief and socio-economic status. This commitment extends to all areas of the game-playing, supporting, managing, administration, voluntary and working.

The Club will ensure it treats people fairly and with respect and it will provide access and opportunities for all members of the community to take part in and enjoy its activities. We will not tolerate harassment, bullying, abuse or victimisation of any individual which for the purposes of this policy and the activities and sanctions applied is regarded as discriminatory.

We are committed to the development of ongoing training and awareness raising events to promote the eradication of discrimination in the sport. We are committed to a policy of equal treatment of all staff, officers and volunteers and we require everyone to abide and adhere to the requirements of the relevant equalities legislation outlined in The Equality Act 2010. We will investigate any claims brought to our attention of discrimination and where such is found to be the case there is a requirement that the practice stops and/or sanctions imposed as appropriate.

We encourage all members of the football club's community including supporters to report any discriminatory incidents. The Kick It Out links at [info@kickitout.org](mailto:info@kickitout.org) and freephone number 08001699414 is available on the club website and on the scoreboard on matchdays.

Chris Taylor, Club Welfare Officer, 2016.