

## Frome Powerchair Football Club Equality and Diversity Policy

Frome Powerchair Football Club (FPFC) and its members are responsible for setting the standards and values to apply throughout the club. Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it.

The aim of this policy is to ensure that everyone is treated fairly and with respect. All members should abide and adhere to this Policy and to the requirements of the Equality Act 2010.

FPFC's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

FPFC 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.

FPFC will not tolerate harassment, including sexual harassment, bullying, abuse or victimisation of a participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. FPFC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

FPFC commits itself to the immediate investigation of any allegation, when it is brought to their attention, of discrimination and where such is found to be the case, FPFC will require that the practice stop and impose sanctions as appropriate.

FPFC is committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models are all key actions to promote inclusion and eradicate discrimination within football.

June 2025