Equality Policy

Legal obligations

The Lancashire Amateur League has a zero-tolerance policy towards discrimination, intimidation, victimisation, harassment, bullying and abuse, and we are committed to ensuring that any such allegations are reported and addressed in accordance with the Lancashire Amateur League's procedures. This policy reflects our commitment to meeting the Football Association's requirements.

The League fulfils the statutory requirements of the Equality Act 2010 in relation to different protected characteristics. We work hard to ensure that our players and all associated with the league demonstrate expected standards of behaviour, which are based on the principle of respect for others, and which relate to our zero-tolerance approach to all forms of inappropriate and/or illegal conduct.

Racial, homophobic/transphobic, sexist, ageist or other discriminatory language or behaviour is strictly forbidden and any person who conducts themselves in a manner that contravenes expected standards of behaviour will be subject to disciplinary action and action will be taken as appropriate following investigation and in accordance with those procedures.

Positive action

As well as complying with legislation, the Lancashire Amateur League will promote equality by taking positive steps to counteract the effects of physical or cultural barriers, whether real or perceived, that restrict the opportunity for all sections of the community to participate equally and fully.

The Lancashire Amateur League will therefore seek to institute, support, or contribute to appropriate measures or initiatives that enable participation in our League.

Implementation

The following steps will be taken to publicise this policy and promote equality and celebrate diversity within Lancashire Amateur League:

- A copy of this document will be accessible from the League's website.
- The Lancashire Amateur League committee will take overall accountability for ensuring that the policy is observed by all.
- The committee will take full account of the policy in arriving at all decisions in relation to activities of Lancashire Amateur League, so as not to discriminate against and/or exclude.

Responsibility, Monitoring and Evaluation

- The LAL Equality Sub-Committee and the League Management Committee will be accountable for ensuring the implementation of this policy. The Club Secretaries will be responsible for the day-to-day implementation of equality in the club.
- All committee members and/or other stakeholders in the Lancashire Amateur League will be required to adhere to this policy at all times.

- The committee will review all of Lancashire Amateur League's activities and initiatives against the aims of the policy and will report formally to the Board on any identified issues at least annually.
- The committee will review the policy at intervals of no more than three years, (or when necessary due to changes in legislation) in line with Lancashire Amateur League's policy review process.

Complaints and Compliance

The Lancashire Amateur League considers all of the forms of discriminatory behaviour, including (but not limited to) racial, homophobic/transphobic, sexist, ageist or other discriminatory language or behaviour, as unacceptable, and is concerned with ensuring individuals feel able to raise any legitimate grievance or complaint related to such language and/or behaviour without fear of being penalised for doing so.

- Appropriate disciplinary action will be taken against any player, referee, supporter, committee member, or person involved in any other capacity, who violate the Lancashire Amateur League's Equality Policy.
- Any person who believes they have been treated in a way that they consider to be in breach of this policy by any player, referee, supporter, committee member, or person involved in any other capacity engaged with the League's activities should, in the first instance, complain directly to the person responsible if they feel able to do so.
- Alternatively, a complaint may be made to any member of the committee who will ensure the appropriate person is notified and that all necessary enquiries and action to resolve the issues can be taken. If this initial intervention does not resolve the matter, or in the case of allegations of discriminatory behaviour against the Lancashire Amateur League itself, the person may raise the matter by contacting the league's Equality Officer Julie Thomas, or in her absence anyone from the Equality Sub-Committee.
- The Lancashire Amateur League will nominate an appropriate member of staff to investigate any complaint that may be received. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person against whom a complaint has been made will be informed of the allegation(s) and given the opportunity to present their side of the matter.
- The parties in question will be notified of the outcome of the investigation, in writing, and reported to the Lancashire Amateur League' Sub-Committee. If the investigation reveals unacceptable, discriminatory behaviour on the part of a person or organisation the Lancashire Amateur League may impose sanctions on that person or organisation in line with its policies.
- Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Jon Twist

Chair of Equality, Diversity, Inclusion & Welfare & Safeguarding sub-committee