



Birtley Town Football Club

Equal Opportunities - Statement of Intent

Birtley Town Football Club (**The CLUB**) recognises that in our society, power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds including, race, sex, age, disability, sexual orientation, class, religion, marital status, and geographical location.

The CLUB is committed to developing equal opportunities in all areas of its work and structure and will take positive action in the areas of volunteering, representation, service provision and its membership.

In pursuit of its aims, **The CLUB** will:

- Ensure that we become more aware and will work to make other groups aware of oppression and inequality and the problems they cause, how they affect us and the implications for our work.
- Work to increase involvement with other groups to promote equal opportunities.
- Challenge practices which seek to discriminate against or deny the rights of individuals on the grounds of race, sexuality, gender, disability, age, class, religion, or geographical location.

In particular **The CLUB** will:

- Work to ensure that all its services are provided in a way which promotes awareness of the rights and needs of people from minority groups and enables all people to have access to them.

Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability, or age.
- At all times people's feelings will be valued and respected.
- Language or humor that people find offensive will not be used, e.g., sexist, or racist jokes or terminology that is derogatory to someone with a disability.
- No one will be harassed, abused, or intimidated on the grounds of their race, sex, age, nationality, or sexual orientation. Incidents of harassment will be taken seriously.
- Foul, insulting, abusive or racist remarks will not be tolerated by **The CLUB** from anyone associated with the club whilst playing, training or any other function associated with or involving **the CLUB**.
- In the case of action taken against a registered club player by a duly appointed referee for use of the above, **The CLUB** will not pay admin costs or fines.
- Parents, guardians, or spectators who are found guilty of bringing **The CLUB** into disrepute, by any governing body shall be held responsible for their actions and may be required to attend a special management committee called to deal with this matter. Failure of any person to attend this meeting, having been giving sufficient and prior notice, or to accept the appropriate disciplinary action will result in immediate suspension from attending all club activities, until the matter has been resolved to the satisfaction of the management committee for the good name of **the CLUB**.
- Any directly involved person has the right to appeal against a decision made by the committee who will consider that appeal before a final decision is made, and that decision will be final.
- All staff, players, parents, guardians, and spectators are duly bound to follow the Football Associations **RESPECT** campaign.

Code of Practice

Child Protection

All members of **The CLUB** will fill out a **DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE PERSONS WITH SUBSTANTIAL ACCESS TO CHILDREN FORM**.

The CLUB will operate within the Child Protection guidelines laid down by Durham County Football Association and all members will be made aware of this.

Expenses and Fees

Any agreed expenses incurred by officials, committee members or persons on behalf of the club will be reimbursed on production of a valid receipt at the next committee meeting.

Each player will pay an annual subscription fee (that has been decided by the management committee), however a family with more than one child registered will pay a reduced amount for the second child and any subsequent children will be registered free of charge.

Each player will be required to pay a monthly subscription and no more than four subscriptions can be owed at any one time, in the event of this occurring the players parent or guardian will be contacted to arrange payment of overdue monies. Subscriptions for missed weeks must be paid in full regardless of the reason for not having attended training or matches unless there are exceptional circumstances, this will be at the individual team managers discretion.

Rules (not covered in other areas)

Any age group playing matches outside Durham Football Association must inform the Association before doing so, during the closed season.

The CLUB secretary must also be informed.

Individuals may only play and train with their own age group during the season and closed season.

Club Colours

The CLUB colours will be GREEN and WHITE.

Awards

Awards will be given at the end of each season in the following categories:

Most Improved Player

Players Player

Managers Player

To be eligible for an award a player must have been registered with **The CLUB** for at least 2/3rds of the season.

All players registered with **The CLUB** at the end of the season will receive a memento.