

## Safeguarding Children Policy and Procedures (cont'd)



### \*Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Southend United Football Club is equally accessible to all.

Southend United Football Club acknowledges that it is responsible for setting standards and values to apply throughout the Club at every level to ensure that football belongs to and is enjoyed by anyone who wants to participate in it.

Southend United Football Club in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of any of the 9 protected characteristics set out in the Equality Act 2010:

- Age
- Disability
- Race/Ethnicity
- Sex
- Sexual Orientation
- Gender Reassignment
- Religion or Belief
- Marriage and Civil Partnership
- Maternity and Paternity

Southend United Football Club also recognises gender identity, low social economic status, homelessness and refugee and asylum seeker status may also lead to some members of the community being treated less favourably and will endeavour to support these groups in line with this policy.

Southend United Football Club is an equal opportunities club and is 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 to take part in and enjoy our activities.

Southend United Football Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. We will work to ensure that such behaviour is met with appropriate action in whatever context it occurs, and we are committed to the development of a programme of on-going training and awareness raising events and activities in order to promote equality and the eradication of discrimination within the club and within football.

Southend United Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to this policy and the requirements of the \*The Equality Act 2010. (As amended from time to time)

Southend United Football Club 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.

Southend United Football Club will do all they can to achieve and maintain the statements in this policy and will review it annually and in the event of any changes to Equality legislation, the FA's Equality Policy or the Clubs Equality Policy.

This policy is fully supported by the Southend United Football Club Board and the Senior Safeguarding Manager who is responsible for the implementation of this policy.

To report an incident of discrimination please contact our General Enquiries number on 01702 304 050 or email [info@southend-united.co.uk](mailto:info@southend-united.co.uk). Match day incidents should be reported to the nearest steward or [reported anonymously via the Kick It Out app](#).