



OLD GIRLS PLAY TOO® – EQUALITY, DIVERSITY AND INCLUSION POLICY.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Old Girls Play Too® is equally accessible to all women. Recreational sport should reflect the communities we all live in and we will work hard to increase participation and leadership, involving all members of our Community.

Old Girls Play Too® is responsible for setting standards and values to apply throughout the Community Interest Company, at every level. Recreational sport belongs to, and should be enjoyed by, anyone who wants to participate in it.

Old Girls Play Too® commitment is to confront and eliminate discrimination whether by reason of sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

Old Girls Play Too®, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

It means that Old Girls Play Too® 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.

Old Girls Play Too® will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Old Girls Play Too® will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to the development of a programme of on-going training and awareness raising events and activities in order to promote the eradication of discrimination within the organisation and within football. We are also committed to increase participation among ethnic minority groups and low-socio economic communities.

Old Girls Play Too® is committed to a policy of equal treatment of all members/participants and requires all members/participants to abide and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

In the event that an incident may occur, this needs to be reported to a Board Member immediately and a written report be received within 48 hours. A meeting will then be arranged with 2 Board Members and the person affected, along with a confidante of their choice, should that be required. The matter will be discussed, and a plan of action is to be implemented, accordingly.

Old Girls Play Too® 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, as above.