

HESSLE RANGERS CIC

Company Number: 13278227

Directors: R Skelton, A Newton, M Kelsey, G Thompson, PG Bilsdon. Treasurer: J Bilsdon

Registered Office: 5 Earls Court, Henry Boot Way, Hull, HU4 7DY.



www.hesslerangers.co.uk



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CHARTER STANDARD
COMMUNITY CLUB

Anti-Discrimination and Equal Opportunities

As the governing body the Football Association is responsible for setting standards and values to apply throughout the game at every level.

Football belongs to and should be enjoyed by everyone equally. Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability and to encourage equal opportunities.

The following policy is at the heart of the Clubs activities.

Anti-Discrimination Policy

Hessle Rangers CIC is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to and should be enjoyed by everyone equally. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at Hessle Rangers Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability.

This includes:

- The advertising for volunteers.
- The selection of candidates for volunteer opportunities.
- Courses.
- External coaching and education activities.
- Football development activities.
- Selection for teams.
- Appointments to honorary positions.

Hessle Rangers CIC will not tolerate sexual or racially based harassment or other discriminatory behaviour, physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Hessle Rangers CIC is committed to the development of the programme of ongoing training and awareness events and activities, in order to promote the eradication of discrimination within its own organisation and within football as a whole.

Equal Opportunities Policy

- ❖ Hessle Rangers CIC is committed to a policy of equal treatment of all members and requires all members whatever level or authority to abide and adhere to this general principle and the requirement of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
- ❖ All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:-

- ◆ Treating any individual on grounds of gender, colour marital status, race, nationality, ethnic, national origin, religion, sexual orientation or disability less favourably than others.
 - ◆ Expecting an individual solely on the grounds stated above to comply with requirements for any reason whatsoever related to their membership, which are different from the requirements for others.
 - ◆ Imposing on an individual's requirements which are in effect more onerous on that individual than they are on others. (For example, this would include applying a condition, which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.)
 - ◆ Victimisation of an individual.
 - ◆ Harassment of an individual by means of discrimination.
 - ◆ Any other act or omission of an act, which has as its effect the disadvantaging of a member against another or others purely on the above grounds. Thus in all the Clubs recruitment, selection, promotion and training as well as disciplinary matters it is essential that merit experience skills and temperament are considered objectively.
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- ❖ Hesse Rangers CIC commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case a requirement that the practice cease forthwith, restitution of damage loss (if necessary) and to the investigation of any member accused of discrimination.
 - ❖ Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the club's policy any members offending will be dealt with under the disciplinary procedures.
 - ❖ Hesse Rangers CIC commits itself to the disabled person whenever possible and will treat such members in aspect of their recruitment and membership in exactly the same manner as other members. The difficulties of their disablement permitting, assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made available to such members who request it.