



Newport County AFC

Equal Opportunities Policy

Updated March 2018

Newport County Association Football Club aim to ensure that all employees, associates and stakeholders are treated fairly and with respect, and that Newport County AFC is equally accessible to all. Newport County AFC aim to safeguard that the club and its wider products are enjoyed by, involved with and partaken by anyone who wants to participate. Newport County AFC 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.

Our commitment is to confront and eliminate discrimination in relation to any of the Protected Characteristics outlined in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

It is in committing to these bounds of discrimination elimination that Newport County AFC encourage and administer equal opportunities. This policy is fully supported by the Board of Directors and CEO, who are responsible for the implementation of this policy.

Newport County AFC will not tolerate harassment, bullying, abuse or victimisation of an individual or group. This policy will work in conjunction with other policies relating to discrimination regarding the Protected Characteristics, including the Equality and Diversity Policy and the Anti-Bullying and Harassment Policy.

Newport County AFC will work to ensure that such any such behaviour in breach of this policy is met with swift and appropriate action in whatever context it occurs. Newport County AFC is committed to taking forward-thinking action where inequalities exist and to continually develop a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Newport County AFC is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation, including but not limited to: Sex Discrimination Act 1975, Race Relations Act 1976,

Disability Discrimination Act 1995, Equality Act 2010, as well as any amendments to these acts and any new legislation.

Recruitment:

Newport County AFC will ensure that its recruitment procedures are fair and non-discriminatory. We aim to ensure that no job applicant suffers discrimination in relation to any of the aforementioned Protected Characteristics.

All vacancies are advertised appropriately to ensure that all potential applicants are informed of available opportunities. Equal opportunities statements will be present in all job advertisements. All recruitment material and promotion is designed to positively encourage applications from suitably qualified and experienced people and will avoid stereotyping or pre-conceived notions of expectations of roles or positions.

Newport County AFC selects the most suitable person for the job in respect of skills, experience and qualifications. Candidates will be considered and appointed irrespective of gender, gender re-assignment, race, nationality, ethnic origin, sexual orientation, religion or belief, disability, age, social background, pregnancy or maternity, civil partnership or marital status, or by any other unjustifiable condition or requirement.

All those involved in recruitment processes will receive appropriate training.

Recruitment monitoring information is obtained from applicants.

Implementation:

All employees have a responsibility not to be offensive to each other, as well as customers, suppliers or potential customers or suppliers. Employees must not participate in, or condone, discrimination or unfair treatment of any kind. All employees have a responsibility to guard against any form of discrimination and avoid any action which goes against the spirit of this policy. Employees must always ensure that there is no discrimination in any of their decisions or behaviour and must report any discriminatory behaviour they witness to the CEO or the Chairman.

The Chairman, CEO and Head of Operations are responsible for the promotion and maintenance of this Policy as well as monitoring the effectiveness of this policy and for implementing a continuing programme of action to ensure the policy is fully operative. Employees who become aware of any incidents of discrimination must immediately inform the CEO or the Chairman. Employees not complying with this policy will be subject to the Company's Disciplinary Policy & Procedure.

This policy applies also to contractors and sub-contractors of Newport County AFC. Newport County AFC will monitor the performance of contractors and/or third parties and take all necessary steps to ensure good practice and compliance with appropriate behaviours. If any issues become apparent with regards to diversity or equality in relation to any contractor or third party, these will be addressed immediately in regards to outlines set about in both this Policy and the Control of Contractors Policy.

This Policy, as well as other included within the staff handbook, will be discussed and distributed upon employment, as well as being readily available during any time via the Club's website.