

Equality & Diversity Policy

1. Purpose

The purpose of this policy is to promote equality and diversity in all aspects of our work, ensuring fair treatment and respect for all individuals, regardless of their race, ethnicity, gender, sexual orientation, age, disability, religion, or any other characteristic protected by law.

2. Scope

This policy applies to all employees, contractors, customers, and stakeholders involved with Hanwell Town Football Club.

3. Commitment to Equality and Diversity

We are committed to:

- Ensuring that everyone is treated with dignity and respect.
- Promoting an inclusive culture where diversity is celebrated, and everyone has the opportunity to thrive.
- Providing a work environment free from discrimination, harassment, and victimization.
- Offering equal opportunities in recruitment, training, promotion, and career development.
- Complying with all relevant legislation, including the Equality Act 2010 (UK).

4. Principles

We will promote equality and diversity by:

- Fair Recruitment: Ensuring all recruitment decisions are based on merit and the suitability of candidates for the job, without discrimination.
- Access to Opportunities: Providing equal access to opportunities within the club.
- Inclusive Environment: Creating a workplace that respects individual differences and fosters inclusion, where everyone can contribute and succeed.
- Zero Tolerance for Discrimination: Actively preventing and addressing all forms of discrimination, harassment, bullying, or any behaviour that undermines equality and diversity.

5. Responsibilities

Leadership: Senior management is responsible for leading by example and ensuring the policy is effectively implemented and adhered to.

7. Complaints and Grievances

Any individual who believes they have been subjected to discrimination, harassment, or victimization should raise the matter through our grievance procedure. Complaints will be taken seriously, and investigations will be conducted promptly and impartially.

8. Monitoring and Review

We will regularly review this policy and our practices to ensure that we are meeting our objectives and complying with current equality and diversity legislation. This will include gathering feedback from employees and stakeholders to assess the effectiveness of our efforts.

9. Conclusion

Our commitment to equality and diversity is fundamental to our organization's values. We strive to ensure that every individual is valued, respected, and given the opportunity to succeed