



# Bedfordshire FA Equality Policy

July 2010

The aim of the policy is to ensure that everyone is treated fairly and with respect and that the Bedfordshire FA is equally accessible to them all. Bedfordshire FA is responsible for setting standards and values to apply throughout football at every level. Football belongs to, and should be enjoyed by anyone who wants to participate in it.

The Bedfordshire FA's Chief Executive is responsible for actioning Equality within the County Association during business and operational hours.

Bedfordshire FA's commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. This policy is fully supported by the Board of the Bedfordshire FA and the Equality Advisory Group is responsible for the implementation of this policy, reporting to the board.

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

Bedfordshire FA 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. Bedfordshire FA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Bedfordshire FA is committed to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within football.

Bedfordshire FA 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 – Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

Bedfordshire FA 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.

Bedfordshire FA will regularly monitor and evaluate the policy, practices and procedures of the partnership and update accordingly.

Bedfordshire FA takes any act of deliberate discrimination (including bullying and harassment) very seriously and will take all appropriate disciplinary action (including dismissal) against any employee or partner who is found to have discriminated against any other person.

If you have any queries regarding this policy please contact the Bedfordshire FA Equality Group:

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Bedfordshire FA Equality Group Members

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**Bedfordshire Football Association Limited**

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