

Vale of Leithen FC

Equality Policy

Website-ready PDF based on the current Equality Policy page.

Policy Statement

Vale of Leithen FC is committed to removing and eliminating any direct or indirect discrimination of any form within the club's structures and will not condone unlawful discriminatory practices.

The organisation takes a zero-tolerance approach to discrimination, harassment, victimisation and bullying.

Governance and Accountability

The committee is publicly accountable for equality and will receive updates on club activities and on the implementation of this policy.

It is the role of the club committee to address actual or potential breaches of the policy.

Objectives

- Promote fair and equitable treatment for everyone involved with Vale of Leithen FC in whatever capacity.
- Ensure that no one working for, wishing to work for, or working on behalf of the club receives less favourable treatment on protected grounds.
- Adopt a planned approach to removing barriers that discriminate against or exclude particular groups.
- Give clear guidance to all individuals who administer areas of the club or work on behalf of the club regarding its commitment to equality.
- Ensure that club policies, procedures, competitions, regulations and assessments provide equal opportunity wherever possible.
- Ensure materials and public statements made on behalf of the club reflect its commitment to equality and inclusion.

Scope

This policy applies to current and potential employees, temporary workers, directors, co-optees, consultants, agents, subcontractors, volunteers and any other person providing services on behalf of Vale of Leithen FC.

The policy extends to all activities of the club.

Positive Action and Reasonable Adjustments

The principle of equality goes beyond simple legal compliance. Vale of Leithen FC will seek to support measures that enable access to the club and participation in associated activities by under-represented groups.

The club recognises its duty to make reasonable adjustments for disabled persons and will consider all requests for adjustments, seeking specialist advice where appropriate.

Implementation and Review

A copy of the policy will be published on the club website and taken into account in decisions affecting club activities.

The Vice Chairman is ultimately responsible for implementing the policy.

The Board will review club activities and initiatives against the aims of the policy on an annual basis.

Reviewed November 2025.

Disciplinary Process

The club reserves the right to audit compliance with the policy. Where misconduct is discovered, club disciplinary procedures may be used in addition to any appropriate external measures.