



BRISTOL ROVERS
FOOTBALL CLUB

☎ 0117 909 66 48
🌐 bristolrovers.co.uk

Anti-Discrimination Policy

Introduction

Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

Policy Statement

Bristol Rovers Football Club 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 eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability, and to encourage equal opportunities. The following policies should be at the heart of your club's activities.

Equality

Equality of opportunity at Bristol Rovers Football Club means, that in our activities, we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

The Club will apply this policy when:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

Policy Aims

The Club will not tolerate racist, sectarian, sexual or bigoted harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

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

Policy Objectives

- The Club are committed to challenging and dismantling all forms of discrimination in our club by developing club practice that is sensitive to and suitable for all, reflecting the fundamental equality and worth of everyone.
- To ensure full participation of all, we will not accept discriminatory practice by any Bristol Rovers Football Club employee, Committee member, volunteers or supporters whether physical or verbal. This will be reflected in our Club as normal practice, whether in recruitment of staff or volunteers, our promotional materials or general behaviour.
- The Club gives a commitment to ensure that it is open to all and that team selection policy will be based upon the footballing ability and character of the individual, together with the collective balance of the team.

- The Club is opposed to racism, sectarianism, bigotry and discrimination in any form and that the player or employee shares these principles and gives a commitment to uphold and promote these standards.
- Any form of discrimination will be looked upon as serious, will not be taken lightly and may lead to disciplinary action by the Club's Executive Committee.
- Bristol Rovers Football Club 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 or 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 disciplinary procedure.
- Bristol Rovers Football Club commits itself to the disabled 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 give, wherever possible, to ensure that disabled members are helped gaining access. Appropriate training will be made to such members who request it.

Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way, or that the Club Policies, Rule or Code of Conduct have been broken should follow the procedures below.

Email Complaints

You can report the matter to redi@bristolrovers.co.uk at anytime

Your report should include:

- Details of what, when and where the occurrence took place
- Any witness statement and names
- Names of any others who have been treated in a similar way
- Details of any former complaints made about the incident, date, when and to whom made
- Share details of the incident and screenshots (if applicable) of any offensive social media posts where possible
- A preference for a solution to the incident

Matchdays

On Matchdays, you can text **07451 288910**

Your text should include:

- Give full details of the incident
- Which stand, row and seat it took place in (if possible)
- The text will be sent to the matchday safety team, who will investigate via steward intervention, as well as direct or remote observation

Alternatively, you can speak directly to a club steward or other member of staff

Outcomes

The Club's Management Committee will sit for any hearings that are requested

The Club's Management Committee will have the power to:

- Warn as to future conduct
- Suspend from membership
- Remove from membership, any person found to have broken the Club's Policies or Codes of Conduct