



EQUALITY POLICY

Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it. The aim of this policy is to ensure that everyone is treated fairly and with respect.

All participants on ESFA Enterprises activities should abide and adhere to this policy and to the requirements of the Equality Act 2010.

The company's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities. The company 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, irrespective of protected characteristic.

This policy is fully supported by the Board of the company and its parent body, the English Schools' Football Association

The company will not tolerate harassment, including sexual harassment, bullying, abuse or victimisation of a participant, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. The company will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The company commits itself to the immediate investigation of any allegation, when it is brought to their attention, of discrimination and where such is found to be the case, The company will require that the practice stop and impose sanctions as appropriate.