



Bradford (Park Avenue) AFC Equality, Diversity & Inclusion Policy

EST. 1907

Bradford (Park Avenue) AFC is committed to ensuring that football is an inclusive sport that belongs to and should be enjoyed by everyone. We recognise and embrace the diversity of our community and are dedicated to promoting equality, diversity, and inclusion at all levels of the club.

Commitment to Equality and Diversity

Bradford (Park Avenue) AFC will not discriminate, nor will it tolerate discrimination, on the grounds of age, gender, gender reassignment, sexual orientation, marital or civil partnership status, pregnancy or maternity, race, nationality, ethnic origin, colour, religion or belief, ability, or disability. The club is committed to ensuring that everyone is treated fairly, with dignity and respect, and has access to the same opportunities to participate in football.

Zero Tolerance Approach to Discrimination

The club takes a zero-tolerance approach to any form of discrimination, harassment, bullying, victimisation, or abuse, whether physical, verbal, or online. This includes, but is not limited to, sexual or racially based harassment and other discriminatory behaviours. Bradford (Park Avenue) AFC will take immediate and appropriate action to address such behaviour when it occurs.

Fair Treatment for All

We are committed to ensuring that all employees, players, coaches, officials, volunteers, supporters, and visiting teams are treated with fairness and respect. The club will strive to create an environment where everyone's rights, dignity, and worth are respected, and where no one faces intimidation, victimisation, harassment, or abuse.

Providing Equal Opportunities

Bradford (Park Avenue) AFC is dedicated to promoting equal opportunities by:

- Ensuring fair treatment in all aspects of employment, volunteering, and participation within the club.
- Creating opportunities for all members of the community to take part in and enjoy football, regardless of background or ability.
- Working actively to remove barriers that prevent people from engaging with the club.

Raising Awareness and Taking Action

The club is committed to raising awareness about equality, diversity, and inclusion through training, education, and community engagement initiatives. We will take positive action where inequalities exist and continue to develop programmes that promote the eradication of discrimination in football.

Implementation and Accountability

This policy is fully supported by the club's board and management, who are responsible for its implementation. Any reported incidents of discrimination will be investigated promptly and, where appropriate, disciplinary action will be taken. The club will ensure that any breaches of this policy are dealt with effectively and that individuals found to be acting in a discriminatory manner are held accountable.

Reporting Discrimination

Anyone who experiences or witnesses discrimination at Bradford (Park Avenue) AFC is encouraged to report it immediately. Reports can be made confidentially to club officials through email or phone, and all concerns will be taken seriously and addressed appropriately.

Review and Compliance

This policy is in accordance with the Equality Act 2010 and will be reviewed regularly to ensure its effectiveness.

Bradford (Park Avenue) AFC is committed to maintaining a culture of respect, fairness, and inclusivity both on and off the pitch.

By working together, we can ensure that football at Bradford (Park Avenue) AFC is a welcoming and enjoyable experience for all.

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