



Maidstone Football Club: Equality Policy

Equality Statement

1. Maidstone Football Club is committed to ensuring that equity is incorporated across all aspects of its development, in doing so it acknowledges and adopts the following Sport England definition of sports equity.
2. Sport equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
3. Sport equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.
4. Maidstone Football Club recognises the rights of every individual and will treat every person with equality irrespective of their age, ability, gender, race, ethnicity, sexual orientation, religious beliefs or social or economic status.
5. Maidstone Football Club is committed to helping everyone realise their talent and reach their full potential, and using the power of sport to motivate people, promote social inclusion and improve health.
6. Maidstone Football Club is committed to everyone having the right to enjoy their sport in a safe environment free from the threat of intimidation, harassment and abuse. All club members have a responsibility to oppose discriminatory practice and promote inclusion.
7. Maidstone Football Club will deal with any incidence of discriminatory behaviour seriously, according to the clubs disciplinary procedures.

Aims

Maidstone Football Club will continually develop strategies and procedures to tackle the varying forms of discrimination, which may occur. These will broadly fit into the following categories:

Direct discrimination – where a person is not treated equally due to any of the categories above

Indirect discrimination—where a requirement, situation or condition, which is applied for all groups, has an adverse effect on one or more groups.

- Harassment – where someone is subjected to unwanted conduct, i.e. unwelcome sexual attention or racial harassment.
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- Victimisation – where someone is treated less favourably due to action taken against others
- Segregation – where a person is segregated due to their beliefs, attitudes or opinions.

MFC Equality Policy: January 2023. December 2024

