

# Stockport County Football Education

## Equal Opportunities Policy



# Football Education

Originator: Lucy Connell (Head of Education)  
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 Approved by: Sarah Donohoe (TCG)



## Introduction

This policy sets out the Stockport County Football Education approach to promoting equality, as defined within the Equality Act (2010). We interpret equality as treating everyone with equal dignity and worth, valuing their individual characteristics including age, gender, disability, ethnicity, religion or beliefs, sexual orientation and socio-economic circumstances. It is important to acknowledge that treating people equally does not always involve treating them exactly the same. Our actions, policies and systems must be differentiated to account for potential or actual barriers and disadvantages people may experience to avoid discrimination in all areas and ensure equal opportunity for all.

We recognise that inequality can be experienced in a variety of ways, such as: access to services, the degree of independence needed to make important decisions and unequal treatment, including in relation to employment, whether through direct or indirect discrimination or disadvantage imposed by other individuals, groups, institutions or systems, intentionally or inadvertently.

The Equality Act (2010) covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has a number of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

- Age
- Disability
- Gender assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race and ethnicity
- Religion or belief
- Sex
- Sexual orientation

The Equality Act makes it unlawful to treat someone differently, both through direct or indirect discrimination, harassment or victimisation and by failing to make reasonable adjustment for a disabled person.

We are bound by the Public Sector Equality Duty to have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity; and
- Foster good relations

## 1 Aims and Values

Stockport County Football Education aims to provide equality and excellence for all people involved in our education and football programme in order to promote the highest standards possible. The core values on which this policy is based are:

- A culture of respect for all others
- Promoting equality by recognising and celebrating people's differences
- Overcoming socio-economic disadvantage
- Creating a community where all students are well prepared for life in a diverse society
- Fostering an environment in which all people feel they can access opportunities equally

## 2 Roles and Responsibilities

Within our education and football programme all staff and sub-contracted partners are responsible for ensuring all duties under the Equality Act (2010) are met:

**2.1** Stockport County Football Education complies with current equality legislation.

**2.2** The requirements of the policy are properly implemented.

**2.3** The policy is published and readily available so all stakeholders, including students and parents/carers, can access it.

**2.4** Staff leading all aspects of the Stockport County Football Education programme are responsible for ensuring the procedures are followed appropriately.

**2.5** All staff are made aware of their responsibilities with regard to equality.

**2.6** All staff are responsible for:

- 2.6.1 Promoting an inclusive and collaborative ethos.
- 2.6.2 Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping.
- 2.6.3 Promote equality and avoid discrimination against anyone.
- 2.6.4 Keep up to date with the laws on discrimination and equal opportunities.

**2.7** The Head of Education is responsible for ensuring all staff are aware of all current and changing legislation and agreed procedures.

**2.8** Students are responsible for:

- 2.8.1 Supporting the Stockport County Football Education equality ethos.
- 2.8.2 Sharing concerns and issues with a member of staff.
- 2.8.3 Actively engaging in positive discussions regarding equality and discrimination. For example, during PSHE/Citizenship sessions.

**2.9** Parents/Carers are responsible for:

- 2.9.1 Supporting the Stockport County Football Education equality ethos.
- 2.9.2 Sharing concerns and issues with a senior member of staff.

### 3 A Cohesive Community

Stockport County Football Education is committed to ensuring all people involved in the Education and Football programme are suitably aware of the wider community, their place in it, and the responsibility of all individuals to maintain appropriate behaviour as a citizen.

#### **3.1** Within the Stockport County Football Education programme, we will seek to:

- 3.1.1 Promote understanding and engagement of our young people as community citizens.
- 3.1.2 Ensure that teaching and learning explore and address issues of diversity and equality.
- 3.1.3 Ensure young people are aware of all opportunities available to them and feel confident to undertake them in the wider community.
- 3.1.4 Give all students opportunities to undertake work experience in different setting within the community.
- 3.1.5 Ensure our young people are aware of their responsibilities regarding equality in such work experience roles.
- 3.1.6 Treat all people equally and fairly.

#### **3.2** Within the wider community, Stockport County Football Education will:

- 3.2.1 Promote understanding and engagement between communities.
- 3.2.2 Encourage all young people and their families to feel part of the wider community.
- 3.2.3 Understand and respond to the needs of wider communities.
- 3.2.4 Aim to tackle discrimination when appropriate.
- 3.2.5 Increase life opportunities for all.
- 3.2.6 Promote understanding of equality to parents and families.
- 3.2.7 Ensure all Stockport County Football Education staff act as role models in this regard.

### 4 Monitoring & Review

This policy will be regularly monitored and reviewed by senior staff in partnership with relevant colleagues at the Trafford College Group to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups. This will act to ensure that it does not disadvantage particular individuals or groups. Any pattern of inequality found as a result of review processes will be used to inform future planning and policy amendments.

The Equal Opportunities Policy links to other Stockport County Football Education policies and the principles of equality apply in all cases.

#### Concerns or Complaints

In the first instance a senior member of staff should be contacted. If issues or concerns are not addressed or remain unresolved, they should be raised in accordance with the Stockport County Football Education Complaints Policy.