



Ballymena United Youth Academy **Equity & Equality Policy**

Ballymena United Youth Academy is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport Northern Ireland definition of sports equity:

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.”

Ballymena United Youth Academy respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

Ballymena United Youth Academy is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All Ballymena United Youth Academy members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

Ballymena United Youth Academy and its Committee will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

Equal Opportunities

(a) All members are expected to abide by the requirements of the Race Relations Act 2000, Sex Discrimination Act 1976 and Disability Discrimination Act 1995, Northern Ireland Act 1998, The Equality Act NI 2006. Specifically discrimination is prohibited by:

Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.

(b) Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.

(c) Victimisation of an individual. Harassment of an individual, by virtue of discrimination.



- (d) Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

- (e) Ballymena United Youth Academy 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.

- (f) 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 the disciplinary procedure.

- (g) Ballymena United Youth Academy commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Current legislation calls on organisations to make reasonable adjustment to include all service users irrespective of disability status. Ballymena United Youth Academy endeavours to be inclusive and welcoming of all children irrespective of disability status and makes the commitment to make reasonable adjustments where possible to accommodate all children in its mini soccer centre. Each case will be considered on an individual basis and factors that will be considered will include availability of suitable facilities, availability and cost of any additional equipment required as well as expense of additional training needs of volunteers and availability of extra voluntary resources if required.

Reviewed May 2021