

EQUITY POLICY

Swansea City F.C. is committed to promoting and developing sports equity within its Centre of Excellence Programme.

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

We are committed to recognising in principle and in practice the diversity, which exists in society relating to race, ethnicity, sexuality, background and socio-economic status.

We embrace the principle of engaging, uniting and motivating people in order to break down barriers and to promote social inclusion.

We are committed to addressing issues of fairness in the work place and in the way that our Programme for Excellence is delivered.

PRACTICES

Our commitment to equality is communicated to Club personnel, parents and players.

All Club personnel, parents and players are expected to adhere to our policy and also of the possible consequences should any person found to be in breach of our policy.

We are committed to attracting the most promising youngsters and personnel irrespective of race, ethnicity, background and socio-economic status.

Engagement with the Centre of Excellence will be determined by ability and potential and other factors as specified by the F.A and the Football League.

Personnel engaged with the Club, players and parents are expected to display tolerance of and respect for the diversity in terms of race, ethnicity, sexuality, background and socio-economic status of all associated with our Centre of Excellence.

Swansea City Football Club's Community Programme has engaged a Social Inclusion Officer who visits schools to work with and encourage youngsters to adopt positive values and become worthy citizens.

PROCEDURES

A Complaints Procedure exists and any person can exercise his / her right to engage such a procedure should he / she considers it necessary.

Any complaint relating to a breach in our policy should be addressed to the Head of Youth Football at the Club.

Any complaint should be made in writing. The club is committed to pursuing any complaint, strictly, rigorously, and sensitively and will be investigated thoroughly.

Should a complaint be made, the person/ persons involved will be formally interviewed and if upheld, appropriate action will be taken. This might involve suspension from duties or dismissal/ termination of contract.

All complaints will be recorded and kept on file at the club.