

BAWFC Gender Equality Statement and Action Plan

Introduction

Bristol Academy Women's Football Club (BAWFC) values diversity and strives to implement and deliver equality in all areas. This is set out in the Equality and Diversity Policy and supporting statements that cover all six equality strands of race, gender, disability, sexual orientation, religion or belief and age. This document responds specifically to the Equality Act (2006), which amended the Sex Discrimination Act (1975) and the Equal Pay Act (1970). The Gender Equality Duty has two parts; general duty and specific duty.

Duty Statement

BAWFC Mission Statement

“We will develop a first class football club that provides outstanding coaching, youth development and community engagement”.

We aim to achieve this through our four statements within the Equality and Diversity Policy.

- All who play and work for the Club have the opportunity to participate fully and achieve their full potential.
- The environment is welcoming, supportive and safe.
- Physical, social and economic barriers to access are minimised.
- Everyone accepts their responsibility to uphold equality and diversity and demonstrate respect of others.

Duty Objectives

The general duty requires the Club to:

- Eliminate unlawful discrimination.
- Eliminate harassment.
- Promote equality of opportunity between males and females.

BAWFC will ensure that males and females (staff and players), will have an equal opportunity to participate fully in Club life, free from discrimination and harassment. We will identify and work towards removing any barriers to participation and opportunities for any gender.

To support the Club in meeting its general duty, it has a specific duty to:

- Produce a Gender Equality Statement identifying equality goals and actions to meet them, in consultation with stakeholder groups;
- Implement the actions set out in the Gender Equality Statement;
- Gather and use information and assess the impact of its current and proposed policies and practices on gender equality; and -
- Report annually on progress against the Gender Equality Statement and review it at least every two years.