



## Equal Opportunities Policy for Players

The Oxford United Academy, RTC, Community, and Oxford United Football Club are committed to equal opportunities for all children, students and families who wish to use its facilities. In order to achieve this will –

- Welcome children from all backgrounds, regardless of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.
- Seek to avoid any form of discrimination in all activities and treat members of staff, children, students or parents equally regardless of ethnicity, gender, age, religion, sexual orientation, disability, academic ability.
- Not tolerate any discriminatory language, behaviour or remarks by children, parents or staff.
- Accommodate religious and cultural preferences in food and activities.
- Seek to value each person as an individual, respecting his or her religion, racial origin, cultural and linguistic background.
- Respect and will try to be aware of the major events and religious festivals in the children's/student's lives and welcome the diversity of backgrounds from which they come.
- Ensure that both boys and girls have full access to all kinds of activities and equipment and are equally encouraged to enjoy them.

All members of staff are made aware of the Equal Opportunity Policy and are required to commit to its principles and content

\*\*\*\*\*

**In addition to the existing policy, during the period of Return to Play from COVID-19 the Football Club and Academy have made a number of additions to our welfare, operational and safeguarding procedures. These include, but are not limited too:**

- **Logistical process for social distancing at the Training Ground.**
- **Small group training in Phase 1 and Phase 2**
- **Weekly welfare and safeguarding meetings with specific COVID-19 allocated staff**
- **Additional risk assessment planning for all Academy operations**
- **Regular contact between Academy COVID-19 Officer (DH) and Club COVID-19 Officer (NMc)**