



EQUALITY & ANTI-DISCRIMINATION POLICY

Pontypridd Association Football Club (hereafter 'Pontypridd AFC') is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

Aim

This policy aims to create an inclusive environment where everyone is treated fairly and with respect and can take part in and enjoy our activities. It ensures Pontypridd AFC provides access and opportunities for all members of the community.

Implementation

A club official will be designated as an "Equality Champion" who will be responsible for the implementation of this policy and for achieving any equality-related actions resulting from it. The club committee will make a commitment to ensure equality is included as an agenda item at meetings when appropriate and that equality issues are considered when making decisions.

Commitment

Pontypridd AFC's commitment is to confront and eliminate all discrimination and to provide equal opportunities for all.

Pontypridd AFC is committed to a policy of equal treatment of all its members and requires all members to abide by and adhere to these policies and the requirements of the Equality Act 2010.

Pontypridd AFC in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, ability or disability, gender, gender reassignment sex, sexual orientation, marital status, ethnic, natural or social origin, skin colour, race, religion or belief, language, political opinion or wealth.

The club will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take in and enjoy its activities.

Pontypridd AFC operates a zero-tolerance approach to discrimination whether physical, emotional or verbal and will not tolerate harassment, bullying, abuse or victimisation of an individual or group of people on the above grounds.

Pontypridd AFC commits itself to take complaints seriously and will immediately investigate any claims of discrimination on the above grounds when brought to its attention, in whatever context it occurs. All complaints where necessary may be passed to an external organisation, such as the police or football authorities. Where found to be the case, appropriate immediate action will be taken to stop such behaviour and any disciplinary sanction will be imposed as appropriate, to hold perpetrators to account.

Pontypridd AFC is committed to providing ongoing training and awareness-raising events, to promote the eradication of discrimination and promote equality in football.

Pontypridd AFC will monitor the representation of the club's officers and members regarding information such as age, gender, ethnicity, sexual orientation, religion or belief, and disability and will take positive action where under-representation and/or inequalities exist in meeting the aims and commitments set out in the equality policy. Monitoring will also include assessing how the commitments in the equality policy, are working in practice reviewing them annually and considering and taking action to address any issues that arise.

Pontypridd AFC will review procedures frequently to ensure fairness, and also update all policies to take account of changes in the law.

The policy is fully supported by the Pontypridd AFC management committee and officers and agreement with the policy is requisite for membership of the club.

Policy approval date 14th February 2026.