



# EMZEE FOOTBALL CLUB (Reg No: 8955/2017)

Team work make the dream work

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## EMZEE FC RACE AND EQUALITY POLICY

### Introduction

This policy has been written to meet the club's statutory duty under Article 8(2) of federal constitution of Malaysia. General and specific duties are required as follows:

#### **The general duty requires us to have due regard to the need to:**

- eliminate racial discrimination;
- promote equality of opportunity;
- Promote good relations between people of different racial groups.
- prepare a written policy on racial equality;
- assess the impact of our policies, on players, staffs and parents, fans of different racial groups.
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with reference to their impact on the attainment levels of such players.

### Clubs Context

Our school values the individuality of all our players. We are committed to giving all our players every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that this club promotes the individuality of all our players, irrespective of ethnicity, attainment, age, weakness, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education and training we offer fosters positive attitudes to all people.

### Policy, Leadership and Management

This policy has been agreed by management, coaching staff and committee members of the club. The team manager and the governing body are responsible for ensuring that the policy is communicated, implemented and monitored.

One of the club's vision includes a commitment to the promotion of equality of opportunity, tackling racial discrimination and promoting good race relations.

All staff are responsible for dealing with incidence involving racism and being able to recognise and tackle racial bias and stereotyping.

Copies of the policy will be available from the school office. Staff and governors will be given the opportunity to discuss the implications of the policy and any training needed.

All members of staff are entitled to appropriate training, in order that they can play their full part in ensuring that our club promotes racial equality. Training is linked to priorities within the Clubs Development Plan.

The club will follow the rules and regulations on Guidelines in dealing with incidents of racial harassment. Any incident of racial harassment is unacceptable in our Club. Incidents could take the form of physical assault, verbal abuse, damage to a player's property or lack of cooperation in a lesson, due to the ethnicity of a player. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the player who is the victim;
- reprimand the aggressor and inform the victim what action has been taken;
- if the incident is witnessed by other players, tell them why it is wrong;
- report the incident to the head coach or team manager and inform him/her of the action taken of both the victim and the aggressor, then record what happened in the incident book;
- inform both sets of parents, if appropriate.

All racial incidents will now be recorded and reported to the governing body by the team manager.

Outcomes of the school Race Equality Policy will be communicated to parents in the annual report from the governors.

### **Curriculum, Teaching and Assessment**

The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. coaches are flexible in their planning and offer appropriate challenges to all players, regardless of ethnicity.

We aim to provide all our players with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all players and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and value that will challenge racist behaviour;
- provide opportunities for players to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education and training;
- provide soccer camp, educational visits and extra-curricular activities for players and sometimes include their parents
- take account of the performance of all players when planning for future learning and setting targets;
- make best use of all available resources to support the learning of all groups of players.

### **Admission, Attendance, Discipline and Exclusions**

The Club is committed to ensuring that all processes are fairly applied.

### **Players Personal Development, Attainment and Progress**

Attainment is monitored across all areas for individual pupils.

Under achievement is address with differentiated work, and where appropriate, with additional input by coaches.

Achievement of all students is celebrated in various ways, including stickers, awards, merit points, certificates, celebration assemblies, etc.

Extra-curricular activities are open to all students who self –select by aptitude , ability and personal preference.

### **Attitudes and Environment**

In our club, we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of life. We do this by:

- creating an atmosphere in which players and staff feel valued and secure;
- building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of players and their learning;
- removing or minimising barriers to learning, so that all players can achieve;
- ensuring that our training is in accordance with the learning needs of all players through our schemes of work and training planning;
- actively tackling racial discrimination and promoting racial equality through our clubs Prospectus, Governors Annual Report to Parents, newsletters to parents and displays of work.
- making clear to our players what constitutes aggressive and racist behaviour;
- Identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making players, coaches and staff confident to challenge aggressive and racist behaviour.

### **Monitoring and Evaluation**

We make regular assessments of players learning and use this information to monitor the players progress as they move through the club. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of players where the information suggests that progress is not as good as it should be. The management body receives regular updates on players performance information.

Parents receive an annual report about the school and their kid’s performance.

Signed by:

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