

Leadership Diversity Code

In line with the Club's England Football Accreditation we will strive to be a leader in 'Football Diversity', aiming to promote and deliver the highest standards across the Club, including:

1. Club Leadership

We will aim to reflect the diversity of our local community in the Club's leadership by:

- attracting Committee members that reflect the local population in terms of gender, ethnicity, disability and all other historically under-represented communities;
- offering equality of opportunity for all;
- carrying out selection based on merit, whilst sourcing volunteers from a diverse pool of talent;
- monitoring all protected characteristics, cultural and social backgrounds within our leadership.

2. Coaching & Selection

We will aim for diversity within our volunteer coaching workforce by:

- supporting individuals from all historically under-represented groups and across age groups to become the next generation of coaches;
- selecting coaches openly and encouraging people from a diverse range of backgrounds to coach within the club; and
- monitoring the diversity of our coaches and working towards them reflecting our player base;

3. Culture

We will strive for an inclusive club culture by:

- having a 'Club Equality Policy' which promotes equality, diversity and inclusion, adopted by all club members as a condition of membership;
- ensuring all club officials attend The FA's equality, diversity and inclusion online offerings, refreshing this at appropriate intervals;
- signposting all members to The FA's equality, diversity and inclusion online training each season;
- ensuring that young people are involved meaningfully in our club, for example, through a youth committee; and
- monitoring our cultural progress through an annual club culture survey.

4. Reporting Discrimination

We will encourage the reporting of discrimination by:

- distributing information on how to report discrimination to all club members, every season. This will include information on the importance of immediately notifying a match official of any incident that occurs on a match day;
- acknowledging that in some instances, discriminatory abuse or behaviour may be a criminal offence. In these instances, we will be proactive and report this to the Police by calling 101; and
- reporting all incidences of discrimination immediately to the local County FA, Kick It Out or The FA

5. Raising Awareness

We will raise awareness on the topic of equality, diversity and inclusion by:

- using The FA's Diversity Code resources to promote our support and raise awareness with others;
- making efforts to engage with local media and other local bodies to publicise our commitment to equality, diversity and inclusion; and
- supporting The FA and other anti-discrimination body campaigns.

Notes:

Club Leadership means the club's Committee or anyone who makes day to day decisions concerning the running of the club.

Protected characteristics mentioned above means all areas covered under the Equality Act 2010 which are: Gender; Ethnicity; Disability; Age; Faith; Sexual orientation; Marriage or civil partnership; Maternity/Paternity; Gender reassignment.