

Anti-Discrimination Policy

Policy Statement

Readstone United Junior Football Club ("the Club") is committed to creating a safe, welcoming and inclusive environment where everyone is treated fairly and with respect.

Football should be enjoyed by everyone, and the Club believes that all participants should have equal opportunity to take part regardless of background, identity or personal circumstances.

The Club has a zero-tolerance approach to discrimination of any kind.

The Club will not discriminate against any person on the basis of the protected characteristics defined within the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

This policy applies to all members of the Club, including:

- Players
- Parents and carers
- Coaches and volunteers
- Committee members
- Match officials
- Spectators

Commitment to Fair Treatment

The Club is committed to ensuring equality of opportunity in all activities including:

- Team selection and participation
- Recruitment and appointment of volunteers
- Coaching, development and learning opportunities
- Club events and football activities
- Recognition and leadership opportunities within the Club.

No individual should be treated less favourably or unfairly because of a protected characteristic.

Discrimination, Harassment and Abuse

The Club will not tolerate:

- Discrimination
- Harassment
- Bullying
- Victimisation

Offensive, abusive or discriminatory language or behaviour

This includes behaviour that is:

- Verbal
- Physical
- Online or via social media
- Direct or indirect

Discriminatory behaviour may include racist, sexist, homophobic, transphobic, disablist or religious abuse, exclusion or stereotyping.

Reporting Concerns

Anyone who experiences or witnesses discrimination should report concerns to:

- The Club Welfare Officer
- A Team Manager or Coach
- A member of the Club Committee

Concerns will be taken seriously and investigated appropriately.

Where necessary, incidents may also be referred to:

- Lancashire FA
- The FA
- Police or other agencies where appropriate

Breaches of This Policy

Any individual found to have breached this policy may be subject to action by the Club, including:

- Education and support
- Warnings
- Suspension from Club activities
- Referral to Lancashire FA or The FA
- Removal from the Club in serious or repeated cases

The Club reserves the right to take action where behaviour is considered detrimental to the safety, wellbeing or reputation of the Club.

Responsibility

Everyone involved with the Club has a responsibility to challenge discrimination and help create a respectful and inclusive environment.

The Club will seek to promote awareness of equality, diversity and inclusion and support positive behaviour at all times.

Policy Review

Approved by: Readstone United JFC Committee

Last Reviewed: 07/06/2026

Next Review Date: 07/06/2027