

Equality, Diversity & Inclusion Policy

Policy Statement

Readstone United Junior Football Club ("the Club") is committed to promoting equality, diversity and inclusion and to creating an environment where everyone is treated fairly, with dignity and respect.

The Club opposes all forms of unlawful and unfair discrimination and is committed to ensuring that all participants can take part in football in a safe, positive and inclusive environment.

This policy applies to all members of the Club including players, parents/carers, volunteers, coaches, committee members, referees and spectators.

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

The Club is committed to ensuring equality in:

- Participation in football activities
- Selection and team opportunities
- Coaching and development opportunities
- Recruitment and appointment of volunteers and club officials
- Access to training, education and support
- Disciplinary and grievance matters
- Club membership and participation in events

The Club will not tolerate:

- Discrimination, whether direct or indirect
- Harassment, bullying or intimidation
- Victimisation
- Offensive language or behaviour
- Exclusion based on any protected characteristic

All allegations of discrimination, harassment or unfair treatment will be taken seriously and investigated appropriately by the Club Committee and/or Welfare Officer, with action taken where required.

Anyone found to have breached this policy may be subject to disciplinary action in accordance with Club rules and/or referral to the relevant County FA where appropriate.

Inclusion and Accessibility

The Club is committed to making football accessible to all wherever reasonably possible. We will seek to make reasonable adjustments to support disabled people and those with additional needs to participate fully in Club activities.

The Club will encourage an inclusive environment where differences are respected and valued and where all individuals feel welcome, safe and supported.

Responsibility

All members of the Club share responsibility for promoting equality, diversity and inclusion and for challenging inappropriate behaviour where safe and appropriate to do so.

Policy Review

The Committee will review this policy regularly to ensure it remains current and reflects legislation, FA guidance and best practice.

Approved by: Readstone United JFC Committee

Last Reviewed: 07/06/2026

Next Review Date: 07/06/2027