

Readstone United Junior Football Club

Leadership Diversity Code

Policy Statement

Readstone United Junior Football Club ("the Club") is committed to promoting equality, diversity and inclusion in line with England Football Accreditation and The FA's commitment to creating a game free from discrimination.

We recognise that football should be accessible to everyone and that diversity in leadership, coaching and volunteering strengthens our Club and reflects the communities we serve.

The Club will seek to promote diversity, inclusion and equal opportunity across all aspects of its activities.

1. Club Leadership

The Club will seek to reflect the diversity of the local community within its leadership and decision-making by:

- encouraging Committee members and volunteers from a wide range of backgrounds, experiences and communities.
- promoting equality of opportunity for all volunteers and members.
- selecting individuals on merit, whilst encouraging applications and involvement from under-represented groups.
- creating an open, welcoming and inclusive environment where all individuals feel valued and respected.

2. Coaching and Volunteering

The Club will encourage diversity within its coaching and volunteer workforce by:

- supporting individuals from under-represented groups and different age groups to become coaches and volunteers.
- promoting coaching and volunteer opportunities openly and fairly.
- encouraging participation from people of diverse backgrounds, experiences and abilities
- seeking, where reasonably practicable, to ensure that opportunities within the Club are inclusive and accessible.

3. Club Culture

The Club will promote an inclusive culture by:

- maintaining an Equality, Diversity & Inclusion Policy that applies to all members.
- promoting The FA's equality, diversity and inclusion training and learning opportunities to Club officials and volunteers.
- encouraging respectful behaviour from players, parents, coaches, volunteers and spectators.
- supporting meaningful opportunities for young people to have a voice within the Club where appropriate.
- regularly reviewing Club culture and inclusivity through feedback and discussion.

4. Reporting Discrimination

The Club will encourage the reporting of discrimination and unacceptable behaviour by:

- ensuring members know how concerns or incidents can be reported to Club officials, the Welfare Officer, the County FA or The FA.
- encouraging any discrimination occurring during football activity to be reported to match officials where appropriate.
- reporting incidents of discrimination to the relevant County FA and/or appropriate football authorities.
- recognising that some incidents may constitute criminal offences and should be reported to the Police (999 in an emergency or 101 for non-emergency reporting).

5. Raising Awareness

The Club will seek to raise awareness of equality, diversity and inclusion by:

- supporting relevant campaigns from The FA, Kick It Out and other recognised organisations.
- promoting positive messages regarding inclusion and respect across Club communications.
- engaging positively with the local community to encourage participation in football from all backgrounds.

Definitions

Club Leadership means the Club Committee or any individual involved in day-to-day decision making concerning the running of the Club.

Protected Characteristics are those set out in the Equality Act 2010 and include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Policy Review

Approved by: Readstone United JFC Committee

Last Reviewed: 07/06/2026

Next Review Date: 07/06/2027