



ASPLEY GUISE
FOOTBALL CLUB



<https://www.aspleyguisefc.co.uk>

ASPLEY GUISE FC

Aspley Guise Football Club

EQUALITY, DIVERSION AND

INCLUSION POLICY

2026/27 SEASON



Applies to: All players (youth and senior), coaches, managers, volunteers, committee members, match officials, parents/carers, supporters and visitors.

Policy Statement

Aspley Guise Football Club (AGFC) is proud to be a community football club. We are committed to creating an environment where everyone is treated fairly, with dignity and respect, and where discrimination of any kind is not tolerated.

Football is for everyone. We believe our Club is strongest when it reflects the diversity of our community and when every individual feels valued, safe and included.

AGFC is committed to complying fully with the Equality Act 2010 and The FA's equality policies.

Our Commitment

AGFC is committed to:

- **Promoting equality of opportunity for all**
- **Valuing diversity in all its forms**
- **Creating a safe, inclusive and welcoming environment**
- **Preventing discrimination, harassment, bullying and victimisation**
- **Taking appropriate action where unacceptable behaviour occurs**

We will not tolerate behaviour that undermines these commitments.

Scope

This policy applies to all individuals involved with the Club, including:

- **Youth and senior players**
- **Coaches and team managers**
- **Volunteers and committee members**
- **Match officials**
- **Visiting teams**
- **Parents, carers and supporters**
- **Any person attending Club activities**

This policy applies at training sessions, matches, tournaments, Club events, meetings, and on social media where individuals represent or are connected to AGFC.



Protected Characteristics

In line with the Equality Act 2010, the Club will not discriminate against any person on the basis of the following protected characteristics:

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

Discrimination, harassment or victimisation related to any of these characteristics will not be tolerated.

What We Mean by Equality, Diversity & Inclusion

Equality

Ensuring individuals are treated fairly and have equal access to opportunities, regardless of their background or personal characteristics.

Diversity

Recognising, respecting and valuing the differences between people.

Inclusion

Creating an environment where everyone feels welcome, respected, supported and able to participate fully.

Expected Standards of Behaviour

All individuals connected to AGFC are expected to:

- Treat others with dignity and respect
- Use inclusive and appropriate language
- Promote teamwork and fair play
- Challenge and report discrimination or inappropriate behaviour
- Lead by example both on and off the pitch



Unacceptable Behaviour

The Club does not tolerate:

- **Racist, sexist, homophobic or discriminatory remarks or actions**
- **Bullying, harassment or victimisation**
- **Intimidation, exclusion or degrading treatment**
- **Derogatory language relating to any protected characteristic**
- **Discriminatory conduct online or via social media**

Any such behaviour may result in disciplinary action under the Club's Complaints or Disciplinary Procedures and may be referred to the County FA where appropriate.

Reporting Concerns

If you experience or witness discrimination, harassment or exclusion, you should report it to:

- **Your team manager or coach**
- **A Committee Member**
- **The Safeguarding & Welfare Officer**

Designated Safeguarding Lead (DSL) and welfare officer

Joanna Clay

Email: welfare@aspleyguisefc.co.uk

Tel: 07568 306155

Reports will be handled sensitively, fairly and confidentially.

No individual will suffer disadvantage or victimisation for raising a genuine concern in good faith.

What the Club Will Do

When a concern is raised, the Club will:

- **Take the matter seriously**
 - **Investigate promptly and impartially**
 - **Take appropriate corrective and/or disciplinary action**
 - **Provide support to those affected**
 - **Refer serious matters to the County FA or relevant authorities where necessary**
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Responsibilities

Club Committee

Responsible for ensuring this policy is implemented, monitored and reviewed.

Coaches and Team Managers

Must promote equality, model respectful behaviour and address concerns appropriately.

Players, Volunteers and Members

Must adhere to this policy at all times during Club activities.

All members are required to comply with the Equality Act 2010 and The FA regulations.

Monitoring and Review

This policy will be reviewed annually or sooner if legislation or FA guidance changes.

Feedback from members is welcomed to help ensure continuous improvement.

Final Statement

At Aspley Guise Football Club, we believe football is at its best when everyone feels welcome and included.

By working together, we will ensure AGFC remains a respectful, diverse and inclusive club where every individual has the opportunity to participate and enjoy the game.
