Equality, Diversity and Inclusion Policy

Review date: 1 October 2027

1. Policy Statement

Falmouth Town AFC is committed to promoting equality, diversity, and inclusion in all aspects of its activities. We believe that football should be accessible and welcoming to everyone, regardless of age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic background, or any other characteristic.

The club will not tolerate discrimination, harassment, bullying, victimisation, or any form of unfair treatment and is committed to providing a safe, respectful, and inclusive environment for all participants.

2. Purpose

The purpose of this policy is to:

- Promote equal opportunities for all members, players, coaches, volunteers, officials, and supporters.
- Ensure that everyone is treated with dignity and respect.
- Eliminate unlawful discrimination and harassment.
- Encourage diversity and inclusion across all club activities.
- Comply with relevant legislation, including the Equality Act 2010.

3. Scope

This policy applies to:

- Club members
- Players
- Coaches and managers
- Volunteers
- Club officials and committee members
- Parents and guardians
- Spectators and supporters
- Anyone representing the club

4. Our Commitment

The club will:

- Provide equal access to participation and development opportunities.
- Recruit volunteers and staff fairly and transparently.
- Promote a culture of respect and inclusion.
- Take seriously all complaints of discrimination, harassment, bullying, or abuse.
- Make reasonable adjustments where possible to support individuals with disabilities.
- Challenge discriminatory language, behaviour, and practices.

5. Unacceptable Behaviour

The following behaviours will not be tolerated:

- Racist, sexist, homophobic, transphobic, or discriminatory comments.
- Bullying, intimidation, or harassment.
- Offensive language or gestures.
- Excluding individuals based on personal characteristics.
- Online abuse through social media or digital platforms.

Anyone who engages in such behaviour may be subject to disciplinary action.

6. Responsibilities

Club Committee

- Ensure this policy is implemented and reviewed regularly.
- Investigate complaints fairly and promptly.
- Promote awareness of equality and inclusion throughout the club.

Coaches and Managers

- Create a positive and inclusive environment.
- Treat all players fairly.
- Address inappropriate behaviour immediately.

Members and Players

- Respect others at all times.
- Support equal opportunities.
- Report any concerns relating to discrimination or harassment.

7. Reporting Concerns

Any individual who experiences or witnesses discrimination, harassment, bullying, or exclusion should report the matter to:

Club Welfare Officer: Sue Little
Contact Details: susanlittle546@btinternet.com or 07768331353

All concerns will be handled confidentially where possible and investigated promptly and fairly.

8. Disciplinary Action

Breaches of this policy may result in:

- Verbal or written warnings
- Suspension from club activities
- Removal from club membership
- Referral to the relevant County Football Association, The Football Association, or other appropriate authorities

9. Monitoring and Review

This policy will be reviewed annually by the club committee to ensure it remains effective and compliant with current legislation and Football Association guidance.

Policy Approved Date: 11 October 2026

Approved by Chairperson: Dale McIntosh