



Gildersome Spurs Junior Football Club



Diversity, Equality and Inclusion Policy

1. Policy Statement

Gildersome Spurs Junior Football Club is committed to creating an environment where all players, coaches, volunteers, parents, and visitors are treated fairly, with dignity and respect.

We actively promote diversity, equality, and inclusion in everything we do, ensuring that football at our club is accessible and enjoyable for everyone, regardless of:

- Age
- Gender or gender identity
- Race, ethnicity, or nationality
- Religion or belief
- Sexual orientation
- Disability or long-term health condition
- Socio-economic background
- Any other characteristic protected by law

We are dedicated to providing opportunities for all members of the community to participate and thrive, both on and off the pitch.

2. Our Commitments

2.1 Promoting Equality

- Provide equal access to football opportunities for all members.
- Remove barriers to participation wherever possible.
- Ensure selection for teams, roles, or opportunities is based solely on ability, commitment, and fairness.

2.2 Embracing Diversity

- Celebrate the different backgrounds, experiences, and perspectives that make our club stronger.
- Recognise that diversity enhances team spirit, creativity, and performance.

2.3 Ensuring Inclusion

- Create a safe, welcoming, and supportive environment for everyone.
- Take action to address discrimination, bullying, harassment, or exclusion in any form.
- Provide adaptations and reasonable adjustments for those with disabilities or additional needs.

3. Responsibilities

The Club Committee will:

- Lead by example and uphold this policy at all times.
- Review and monitor diversity, equality, and inclusion practices.
- Take prompt action on any reported breaches.

Coaches and Volunteers will:

- Treat all participants fairly and respectfully.
- Challenge discriminatory language or behaviour.
- Encourage an inclusive culture in training, matches, and events.

Parents and Guardians will:

- Support the club's values of respect and fairness.
- Act as positive role models on the sidelines.

Players will:

- Respect teammates, opponents, officials, and all others involved in football.
- Stand against discrimination in any form.

4. Reporting and Addressing Concerns

- Any concerns, incidents, or breaches of this policy should be reported to the Club Welfare Officer (Amy May – welfareGSJFC@outlook.com).
- All reports will be taken seriously, investigated fairly, and addressed promptly.
- Confidentiality will be maintained wherever possible.
- Appropriate action will be taken, which may include education, mediation, or disciplinary measures.

5. Links to The FA Policies and Standards

This policy aligns with The FA's Equality Policy and Respect Programme, as well as relevant UK equality legislation.

We are committed to upholding The FA's vision for football to be For All.

6. Policy Review

This policy will be reviewed annually or sooner if required, to ensure it remains current, effective, and reflective of best practice.

SIGNED CHAIRMAN:



JONATHAN MOXON



Gildersome Spurs Junior

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