



# PENMAENMAWR PHOENIX FOOTBALL CLUB

## EQUALITY & ANTI-DISCRIMINATION POLICY



### 1. AIM

THE AIM OF THIS POLICY IS TO ENSURE THAT EVERYONE CONNECTED WITH PENMAENMAWR PHOENIX FC CAN ENJOY FOOTBALL IN A SAFE, INCLUSIVE, AND RESPECTFUL ENVIRONMENT. WE ARE COMMITTED TO PROMOTING EQUALITY, CELEBRATING DIVERSITY, AND ELIMINATING DISCRIMINATION, HARASSMENT, AND UNFAIR TREATMENT IN ALL ASPECTS OF CLUB LIFE.

### 2. COMMITMENT

PENMAENMAWR PHOENIX FC WILL:

- PROVIDE EQUAL OPPORTUNITIES FOR ALL, REGARDLESS OF BACKGROUND OR PROTECTED CHARACTERISTIC.
- PROMOTE FAIRNESS, RESPECT, AND DIGNITY IN FOOTBALL.
- CHALLENGE AND ADDRESS DISCRIMINATORY BEHAVIOUR, LANGUAGE, OR ACTIONS.
- SUPPORT ANYONE WHO EXPERIENCES OR REPORTS DISCRIMINATION.
- ENSURE OUR POLICIES, PRACTICES, AND FACILITIES ARE INCLUSIVE AND ACCESSIBLE.

### 3. IMPLEMENTATION

TO PUT OUR COMMITMENT INTO PRACTICE, THE CLUB WILL:

- REGISTER AND RUN TEAMS IN LINE WITH FAW RULES AND EQUALITY STANDARDS.
- PROVIDE TRAINING AND GUIDANCE FOR COACHES, VOLUNTEERS, AND OFFICIALS ON EQUALITY, INCLUSION, AND RESPECT.
- COMMUNICATE EXPECTATIONS CLEARLY TO PLAYERS, PARENTS/GUARDIANS, SUPPORTERS, AND VISITORS.
- TAKE PROMPT ACTION TO DEAL WITH BREACHES OF THIS POLICY.
- WORK WITH THE FOOTBALL ASSOCIATION OF WALES (FAW) AND OTHER ORGANISATIONS TO UPHOLD EQUALITY STANDARDS.

### 4. RESPONSIBILITIES

- THE COMMITTEE IS RESPONSIBLE FOR ENSURING THIS POLICY IS IMPLEMENTED, MONITORED, AND REVIEWED.
- COACHES AND VOLUNTEERS MUST PROMOTE EQUALITY AND CHALLENGE DISCRIMINATION IN TRAINING, MATCHES, AND EVENTS.
- PLAYERS AND PARENTS/GUARDIANS ARE EXPECTED TO SHOW RESPECT, SUPPORT INCLUSION, AND REPORT CONCERNS.
- SUPPORTERS AND VISITORS SHOULD CONTRIBUTE TO A POSITIVE, WELCOMING ATMOSPHERE AT THE CLUB.

### 5. REPORTING AND COMPLAINTS

- ANY INCIDENTS OF DISCRIMINATION, HARASSMENT, BULLYING, OR ABUSE SHOULD BE REPORTED TO THE CLUB WELFARE OFFICER OR COMMITTEE.
- REPORTS WILL BE TREATED SERIOUSLY, HANDLED SENSITIVELY, AND INVESTIGATED FAIRLY.
- WHERE NECESSARY, CASES MAY BE REFERRED TO THE FOOTBALL ASSOCIATION OF WALES (FAW) OR OTHER RELEVANT AUTHORITIES.

### 6. CONSEQUENCES OF BREACHES

ANY INDIVIDUAL FOUND TO HAVE BREACHED THIS POLICY MAY FACE APPROPRIATE ACTION, INCLUDING:

- EDUCATION OR AWARENESS TRAINING
- FORMAL WARNINGS
- SUSPENSION OR REMOVAL FROM THE CLUB
- REFERRAL TO THE FAW FOR FURTHER DISCIPLINARY ACTION

### 7. REVIEW

THIS POLICY WILL BE REVIEWED ANNUALLY BY THE COMMITTEE TO ENSURE IT REMAINS UP TO DATE, EFFECTIVE, AND IN LINE WITH FAW GUIDANCE AND LEGAL REQUIREMENTS.

MORE INFORMATION CAN BE FOUND AT;

[HTTPS://FAW.CYMRU/PAWB/WP-CONTENT/UPLOADS/JASON\\_WEBBER\\_-\\_FAW\\_CHALLENGING\\_DISCRIMINATION\\_IN\\_FOOTBALL\\_-\\_A\\_GUIDE\\_FOR\\_CLUBS.PDF](https://faw.cymru/pawb/wp-content/uploads/jason_webber_-_faw_challenging_discrimination_in_football_-_a_guide_for_clubs.pdf)