Ashington Town FC – Equality and Diversity Policy

1. Purpose

To ensure that Ashington Town FC provides an inclusive, welcoming, and fair environment for all participants, coaches, volunteers, and spectators, and to prevent discrimination in all Club activities.

2. Scope

This policy applies to:

- All players, coaches, volunteers, staff, and spectators involved in Club activities
- All Club facilities, events, matches, and training sessions
- Recruitment, selection, and promotion within the Club

3. Principles

- The Club is committed to promoting equality and diversity in football.
- No individual shall be discriminated against on the grounds of: age, gender, race, religion or belief, sexual orientation, disability, social or economic status, or any other protected characteristic.
- Everyone has the right to participate, contribute, and enjoy football in a safe, inclusive environment.
- Discrimination, harassment, or bullying of any kind will not be tolerated.

4. Roles and Responsibilities

- Committee:
    - Ensure the policy is implemented, monitored, and reviewed annually.
    - Provide training and support to coaches, volunteers, and staff.
- Coaches / Managers / Volunteers:
    - Promote inclusive practice during training and matches.
    - Act as role models and challenge discriminatory behaviour.
- Players, Parents, and Spectators:
    - Support and respect all participants regardless of background.
    - Report any incidents of discrimination or harassment to the Committee or Welfare Officer.

5. Procedures / Guidelines

- Recruitment: All roles advertised openly and fairly; selection based on merit and suitability.
- Participation: Access to training and matches offered without discrimination.
- Behaviour Management: Complaints of discrimination are handled via the Club's disciplinary process.
- Communication: Club materials, website, and social media reflect the Club's commitment to equality and diversity.

6. Training & Awareness

- Annual equality and diversity briefing for all coaches, staff, and volunteers.
- Awareness of FA Equality Guidance and Respect programme.

7. Monitoring & Review

- Committee monitors implementation and reviews annually.
- Policy updated to reflect legal requirements or FA guidance.
- Records of complaints and actions are kept securely for review.

8. Record Keeping

- Complaints and outcomes recorded securely.
- Records retained for a minimum of 6 years.

9. Sign-off

This policy has been approved by:



Adam Millar
Club Secretary
On behalf of
Ashington Town FC Committee

9th October 2025