



Equality & Diversity Policy (Football Section)



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Equality & Diversity Policy

1 Introduction

Bourne End Junior Sports & Recreational Club (BEJSC) Ltd is a Community Benefit Society registered under the Co-operative and Community Benefit Societies Act 2014, registration number RS009393, and provides sports and recreation facilities for adults and children within the local area. BEJSC is required to create and maintain policies which provide information on the club's approach to applicable legislation and regulation which impact club's activities.

2 Purpose

The aim of this policy is to provide information and awareness to club staff, volunteers, and any third-party persons, e.g. parents or associations, about equality and diversity, and how the club will approach this subject when running its affairs and providing activities. This policy will confirm:

- applicable legislation and regulation (section 4)
- information about equality and diversity (section 5)
- the club's approach to equality and diversity (section 6)
- the steps involved in raising a concern (section 7)

3 Definitions

BEJSC	Bourne End Juniors Sports Club
FA	Football Association
CFA	County Football Association
DSO	Designated Safeguarding Officer

4 Legislation and Regulation

Responsibility for equality and diversity in the UK is shared, with the Equality and Human Rights Commission (EHRC) acting as the main independent statutory body to promote fairness and eliminate discrimination, while the Government Equalities Office (GEO) leads on policy, and individual public bodies and employers hold specific duties under the Equality Act 2010 to ensure equality for all. In England, equality and diversity legislation is covered by the following main acts, as amended:

- Equality Act 2010
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998



Together, these Acts provide the framework for equality and diversity. BEJSC will adhere to requirements as applicable.

BEJSC is a community-based sports club which provides a variety of sporting activities including grass roots football. In respect of football, BEJSC must also comply with applicable requirements set by Berks & Bucks FA, and the English FA. The club is required to demonstrate its commitment to ensuring the welfare of adults and children are maintained and does so through this Equality and Diversity Policy.

5 What is Equality and Diversity?

The UK's Equality Act 2010 protects people from discrimination, harassment, and victimization in areas like work, education, and services, based on nine "protected characteristics": age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage/civil partnership, and pregnancy/maternity. It consolidates previous laws, making it illegal to treat someone unfairly due to these traits.

Key Protections

- **Direct Discrimination:** Treating someone less favourably because of a protected characteristic
- **Indirect Discrimination:** Applying a rule or policy that disadvantages a group with a protected characteristic, unless it can be objectively justified.
- **Harassment:** Unwanted conduct related to a characteristic that violates dignity or creates a hostile environment.
- **Victimisation:** Treating someone badly because they've made or supported a discrimination complaint.

Protected Characteristics

1. Age
2. Disability (including progressive conditions like HIV, cancer, MS)
3. Gender Reassignment
4. Marriage and Civil Partnership (primarily in employment)
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex (male/female)
9. Sexual Orientation

Scope

The Act applies in various settings, including:

- Employment



- Education (schools, universities)
- Provision of goods and services (shops, hospitals, clubs)
- Housing

6 Policy Requirements and Standards

Individuals should read the following content fully so that they may understand equality and diversity and the steps involved in dealing with concerns relating to the same.

6.1 Club Statement

BEJSC takes the welfare of adults and children seriously and aims to create spaces where children can enjoy sporting activities under the supervision of qualified and vetted coaches.

BEJSC will confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. The club subscribes to The FA's Equality Policy and supports the Policy Statement contained in that document.

BEJSC requires all staff and volunteers to conduct themselves professionally when completing club activities. BEJSC has internal processes in place to prevent malpractice, misconduct, and wrongdoing. BEJSC also requires individuals e.g. parents to conduct themselves appropriately when attending or engaging in club activities. The club has a responsibility to report concerns to relevant organisations as and when appropriate to do so.

6.2 Approach to Equality & Diversity

BEJSC's approach to equality and diversity is to put in place measures such as policies and procedures to ensure the club complies with legislation. The club provides awareness to the public, employees, and volunteers so they understand expectations and due process. Policies are shared on the club's website. The club will:

- Promote respect for other people and fair treatment for everyone
- ensure young people and adults can meet in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- enable young people and adults to recognise and challenge prejudice and discrimination
- ensure everyone has an equal opportunity to be considered as a volunteer leader
- ensure all leaders will have equal access to training opportunities
- ensure all young people will have equal access to club activities and training opportunities.
- apply the policy when recruiting volunteers and staff



- monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all
- take incidents, including those of harassment and bullying, seriously
- investigate any issues of inequality, harassment or discrimination and will obtain information from all parties involved before considering further action.
- respond quickly and impartially to such issues following decisions or actions from the Chair of BEJSC and/or the County Association, if necessary.

6.7 Respect

Codes of conduct for players, parents/ spectators, officials and coaches have been implemented by BEJSC. To validate these **Respect** codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances. Please see the club's Code of Conduct Policy for further information.

6.3 Recruitment

BEJSC endorses and adopts The FA's Responsible Recruitment guidelines for recruiting volunteers and the club will ensure that persons are recruited based on their ability to perform the role on offer without consideration to the protected characteristics.

6.3 Reporting

Any persons with concerns should speak to the Club Welfare Officer Lynsey Brett who will be able to assist with queries and investigate any concerns about persons who maybe subject to discrimination, harassment or victimisation.

6.4 Whistleblowing Policy

BEJSC supports The FA's Whistle Blowing Policy, and the club has its own Whistleblowing Policy which can be found on the website. Any person with concerns about the treatment of another adult or child in respect of the protected characteristics detailed in section 5 can 'whistle blow' by contacting us in the first instance. Alternatively, you may contact the FA emailing faecomplaints@TheFA.com. BEJSC encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

6.6 Abuse

BEJSC acknowledges and endorses The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the



CFA Welfare Officer may be contacted. For more information on different types of abuses please see the club's Whistleblowing Policy.

6.9 Seeking Advice

1. BEJSC

Lynsey Brett - Club Welfare Officer (Football section)
football-safeguarding@bejsc.co.uk

Liz Hutton - Club Welfare Officer
office@bejsc.co.uk

2. Bucks and Berks FA

Rich Howgill – Chair of Inclusion Advisory Group
01235 544890
Development@Berks-BucksFA.com

3. English FA

0845 210 8080
Football.ForAll@TheFA.com

4. Equality Advisory and Support Service (EASS)

0800 444 205
www.equalityadvisoryservice.com

6.10 Resources

The English FA has created a 'Welfare Directory' which provides interested parties with access to a comprehensive source of information on subjects like discrimination, bullying, safeguarding, etc including signposting to associated specialist third party organisations. This document can be accessed [here](#). The English FA have also published their Equality, Diversity and Inclusion Strategy (2024-2028) titled 'A Game Free from Discrimination' which details their intentions over the period. This document can be accessed [here](#).

You may also be informed by Berks and Bucks County FA on inclusion by visiting their website [here](#).