



Founded 1953

# Caldicot Town



Association

FOOTBALL CLUB

Jubilee Way, Caldicot, Mon. NP26 4NA

**Officers:** *Chairman: Mr A. McKay, Finance Officer: Mr D. Grenyer Club Secretary: Mr. S. Bright*

## Anti-Discrimination Policy

### 1. Purpose

The purpose of this policy is to establish and implement measures to tackle discrimination within UK football and to ensure that all policies, programmes, and practices of the Licence Applicant are conducted without discrimination of any kind. This policy is designed to meet the requirements of the Equality Act 2010 and the Football Association's Equality, Diversity, and Inclusion regulations.

### 2. Scope

This policy applies to all players, coaches, officials, staff members, volunteers, supporters, and any other individuals involved in football activities at Caldicot Town.

### 3. Policy Statement

The club is committed to promoting equality, diversity, and inclusion throughout all levels of football. Discrimination, whether direct or indirect, harassment, victimisation, or abuse based on age, disability, gender, marriage and civil partnership, race, religion or belief, sex, or sexual orientation, is strictly prohibited and will not be tolerated under any circumstances.

### 4. Objectives

- To eliminate unlawful discrimination, harassment, and victimisation.
- To promote equality of opportunity for all participants in football activities.
- To ensure all policies, programmes, and practices are applied in a fair, inclusive, and transparent manner.
- To foster a culture of respect and understanding among all individuals involved in football.

### 5. Implementation

- All employees, volunteers, and football stakeholders will be made aware of this policy and their responsibilities under it.
- Training and awareness programmes will be implemented to support the objectives of this policy.
- Reporting mechanisms will be established for individuals to raise concerns about discrimination without fear of reprisal.



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- We will conduct regular reviews of all policies, programmes, and practices to ensure compliance with this policy and relevant UK legislation.

### 6. Complaints and Reporting

- Any individual who feels they have been subjected to discrimination may report the matter through the established grievance procedure.
- Complaints will be treated seriously, promptly, and confidentially.
- Appropriate action will be taken against anyone found to have breached this policy.

### 7. Monitoring and Review

- This policy will be monitored and reviewed regularly to ensure its effectiveness and continued compliance with UK legislation and FAW regulations.
- Amendments to the policy will be made as necessary and communicated to all relevant parties.

### 8. Approval and Endorsement

This policy is approved and endorsed by the Caldicot Town management and will be enforced accordingly