

FPCA Football Club – Equality, Diversity & Inclusion Policy

1. Statement of Commitment

FPCA Football Club is fully committed to providing an environment in which everyone is treated fairly,

with dignity and respect—regardless of age, gender, ethnicity, religion, disability, sexual orientation, or social background.

We support The FA's Football Leadership Diversity Code and aim to make grassroots football a safe and welcoming space for

2. Our Values

- Football should be accessible to everyone, free of discrimination or bias
- Every player, parent, volunteer, coach, and visitor has the right to feel included
- Respect, empathy, and equality must be part of every session, match, and conversation

3. Scope of Policy

This policy applies to:

- All FPCA players, coaches, staff, volunteers, parents/carers, sponsors, and committee members
- All club activities including training, matches, events, and online interactions
- All age groups and genders

4. Our Commitment

FPCA Football Club will:

- Promote equality and challenge discrimination in all forms
- Ensure our policies and procedures are inclusive and accessible
- Educate staff and volunteers about equality and unconscious bias
- Take action against discriminatory language, behaviour, or practices
- Create a culture where everyone feels safe, supported, and represented

5. Inclusion in Action

At FPCA, inclusion means:

- Selecting players based on ability, effort, and attitude—not background or identity
- Supporting diverse coaching staff and volunteers
- Providing a voice for underrepresented groups within the club
- Listening to feedback and making changes when necessary

6. Reporting Discrimination or Concern

Anyone who experiences or witnesses discrimination, harassment, or exclusion should report it to:

- Club Welfare Officer: cwo@fpcafootballclub.co.uk
- Or directly to: chairman@fpcafootballclub.co.uk

Concerns will be handled seriously, confidentially, and in line with FA and safeguarding guidance.

7. Policy Monitoring & Review

This policy will be reviewed annually by the FPCA Committee.

Feedback is welcomed from players, families, and community partners to ensure we remain open, accountable, and inclusive.