



Sheppey Swifts FC - Equality Policy

1. Policy Statement

Sheppey Swifts Football Club is fully committed to equality, diversity and inclusion. We believe that football belongs to everyone and should be enjoyed by anyone who wishes to take part, regardless of background or personal circumstance.

The club is dedicated to ensuring that all children, young people, volunteers, coaches, officials, parents, carers and spectators are treated fairly, with dignity and respect, and that our activities are open and accessible to all. This commitment reflects the principles set out by The Football Association (The FA) and complies with the Equality Act 2010.

2. Scope of the Policy

This policy applies to everyone involved in Sheppey Swifts Football Club, including:

- Players and participants
- Coaches, managers and team officials
- Volunteers and committee members
- Match officials
- Parents, carers and spectators
- Visitors and contractors

It applies to all club activities, whether on or off the pitch, including training sessions, matches, tournaments, meetings and club events.

3. Commitment to Equality

Sheppey Swifts Football Club will not discriminate against, or treat anyone less favourably, on the grounds of any protected characteristic under the Equality Act 2010, including:

- Age



- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

The club is committed to providing equal opportunities and will take positive action where appropriate to address inequalities that exist within junior football.

4. Creating an Inclusive Environment

We aim to create a safe, welcoming and inclusive environment where:

- Children can enjoy football without fear of discrimination, bullying or harassment
- Difference is respected and valued
- Everyone feels confident to participate and contribute
- Diversity is seen as a strength that enriches our club and community

Discriminatory behaviour, harassment, bullying, abuse or victimisation—whether physical, verbal or online—will not be tolerated under any circumstances and will be treated as a serious matter.

5. Responsibilities

The Club Committee

- Is responsible for implementing and monitoring this policy
- Will ensure equality principles are embedded in club governance and decision-making

Coaches, Managers and Volunteers



- Must act as positive role models
- Promote inclusive practice and challenge inappropriate behaviour
- Complete relevant FA safeguarding and equality training where required

Players, Parents and Spectators

- Are expected to behave in a respectful and inclusive manner
- Must support the club's values on equality and fair play

Everyone associated with the club has a shared responsibility to uphold this policy.

6. Reporting and Dealing with Concerns

Any individual who feels they have experienced or witnessed discrimination, bullying or harassment should report the matter as soon as possible to a club official, Welfare Officer or Committee Member.

All reports will be taken seriously and investigated promptly, confidentially and fairly. Where discrimination is found to have occurred, appropriate action will be taken, which may include disciplinary measures in line with club rules and FA regulations.

Concerns can also be escalated to the County FA or through The FA's reporting procedures if required.

7. Legal Framework

This policy operates in accordance with:

- The Equality Act 2010
- The FA Equality Policy
- FA Rules and Regulations
- FA Respect and Safeguarding guidance

All members of Sheppey Swifts Football Club are expected to comply with these requirements at all times.



8. Review of the Policy

This Equality Policy will be reviewed regularly by the club committee, and at least annually, to ensure it remains effective, up to date and reflective of best practice within junior football