



## **Amateur FA Equality Policy**

As a governing body of the game, the Amateur Football Alliance is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The AFA is committed to eliminating discrimination and encouraging diversity amongst our workforce and throughout AFA football.

Our aim is to ensure that everyone is treated fairly and with respect and that The AFA is equally accessible to all. To that end the purpose of this policy is to provide equality and fairness for all in our employment and across AFA football. The AFA is committed to promoting inclusion and eliminating discrimination whether by reason of age; gender reassignment; marital status or civil partnership; pregnancy and maternity; disability; ethnicity; religion or belief; sex; sexual orientation.

All employees whether part-time, full-time or temporary will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All participants will be treated fairly and with respect and The AFA will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

The AFA will not tolerate harassment, bullying, abuse or victimisation of a member of staff or a Participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical, psychological or verbal. The AFA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. The AFA commits itself to the immediate investigation of any allegation of discrimination, when it is brought to its attention and where such is found to be the case, The AFA will require that the practice stops and discipline / impose sanctions as appropriate.

The AFA is committed to inclusion and anti-discrimination and raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, achieving independently verified equality standards, widening diversity and representation and promoting diverse role models which are all key actions to promote inclusion and eradicate discrimination within football.

We are committed to creating an environment in which individual differences and the contributions of all our staff are recognised and valued.

Furthermore we are committed to creating an environment in which all Participants can enjoy football whether, playing, coaching, refereeing, tutoring, assessing, mentoring or spectating.

This policy will be monitored and reviewed on an annual basis.

This Policy is fully supported by The AFA Board and the Chief Executive is responsible for the implementation of this Policy.