Hertfordshire Football Association

Equality Policies

The aim of the Association policy is to ensure that everyone is treated fairly, with respect and that the organisation is equally accessible to all. Football belongs to and should be enjoyed by anyone who wants to participate in it.

The Association's commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

The policy is fully supported by the Hertfordshire Football Association's Board of Directors; the Chief Executive Officer is responsible for the implementation of this policy and will, in turn, report to the Chairman of the Association.

The Hertfordshire Football Association, in all its activities, will not discriminate or in any way treat anyone less favourably; The Association will ensure that it treats people fairly, with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.

The Association will not tolerate harassment, bullying, abuse or victimisation, which for the purposes of this policy and its sanctions is regarded as discrimination, including all sexual, racially based harassment or discriminatory behaviour, whether physical or verbal.

The Hertfordshire Football Association is committed to the provision of ongoing training and awareness training in order to promote the eradication of discrimination within football.

The Association is committed to a policy of equal treatments of all its members and requires all members to abide and adhere to these policies and to the requirements of the relevant equality legislation as well as any amendment to the acts, including those such as Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995.

The Hertfordshire Football Association commits itself to the immediate investigation of any claims and where appropriate will implement a requirement that the practise be stopped and any sanctions be imposed.

For and on behalf of Hertfordshire Football Association.

Equal Opportunities Policy

The Hertfordshire Football Association's Policy is to ensure that employees are recruited, developed, remunerated and promoted on the basis of their skills and suitability for the work performed.

The Association is committed to making full use of the talents and resources of all its employees and to ensure that no employees receive unjustified less favourable treatment on the grounds of their gender, sexual orientation, marital status, race, religion, belief, colour, nationality, ethnic or national origin, trade union membership, part time or fixed term status.

All forms of discrimination, by any person within the Association are to be treated seriously; a record must be kept of any such incidents. It must be made clear that any such behaviour is unacceptable.

The definition of a racist incident is any incident which perceived to be racist by the victim or any other person.Any such incident must be reported immediately to the Chief Executive Officer or the Association Chairman.

County Association Equality Policies

The Association's aim is to assist employees to understand their role in ensuring that football is open to all members of the community and to fulfil their responsibilities in tackling discrimination and harassment.

Homophobia

- The Football Associations opposition to homophobia is clearly set out through the Ethics and Sports Equity Strategy along with race and disability discrimination. It is punishable with sanctions which can include the suspension of players.
- The Association, however, believes that alongside any sanctions is an attitude to encourage inclusion. Abuse and discrimination have no place in football, under the Football for all Banner the Football Association has received praise from the European and British Gay and Lesbian Sport Federations for the clear policies on tackling homophobia.
- The Hertfordshire Football Association adheres to Sports Equality on Sexual identity and supports a holistic approach in football in England with an aim of making the game inclusive to all members of the community.
- The Association has completed the Football Association workshop on generic equality and diversity issues.

- The Association spreads the message that abuse and discrimination has no place in football.

Equality in Football Religion and Faith

We know that there are many people from ethnic minorities taking part in football on a regular basis, however, there are many more who want to take part but believe there is a barrier to their participation.

There are actions that can be taken to ensure that all people can be fully involved in your club, meetings should take place as it is easy to make assumptions that people are all the same, however, we all live in different cultural environments that can have an impact on the way we participate in football.

Each club must have an environment free from racist abuse and should have policies and procedures in place to deal with any discrimination situations that may arise.

The Football Association makes every effort to ensure that religious references and needs are met, including any dietary guidelines or dress codes. Players may wear whatever leg or head coverings are necessary as long as the referee determines it is safe, this also applied to coaches and match officials. Religious education classes can take place in a few schools, this should be given consideration when planning fixtures.

The Football Association has supported football's anti-racism campaign, Lets Kick racism out of football run by 'Kick it out' for over 10 years. It has achieved success, however, there is more to be done. It's part of the Football Association commitment to provide equal opportunities for all to participate in football, Rule 5b below has been amended:

5 (a) A participant cannot be compelled to play football on both side occasions where religious observance precludes such activity, save where the participant:

(i) Has consented to do so on such occasions

(ii) Is registered as a player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the control.

5 (b) Annually to assist Leagues etc with fixture planning the Football Association has provided guidance by way of a calendar of religious festivals for observance together with some information on each. It is not intended that all these dates be avoided and the list is not exhaustive, however, you are advised to consult with your clubs as to the most relevant dates.

The calendar will be provided each year and it should be noted that some religions work to a lunar calendar rather than Gregorian which means dates can vary from year to year. In addition some dates can only by confirmed by the sighting of the moon, as a result some dates are confirmed a later date.

Policy on Transgender and Transsexual People in Football

The Football Association has a responsibility to regulate participation of persons as competitors in football matches to ensure that it provides fair competition and has regard for the safety of all competitors.

Football is a gender affected sport where the physical strength, stamina or physique of an average person of one gender would put them at an advantage or disadvantage to a person of the other gender. This policy manages the enquiries concerning persons who have legally acquired a change to their birth gender.

Transsexual and transgender persons are protected by legislation and discrimination and have the ability to obtain legal recognition of their acquired genders by way of a 'Gender recognition Certificate'.

The policy adopted states that all enquiries concerning transgender/transsexual people will be passed to the Football Association Equality Manager, who will notify the Head of Regulation and an appointed medical representative. All matters will be handles sensitively and confidently.

Any male to female transsexual who underwent sex reassignment surgery before puberty will be accepted as female, the same principal applied to female to male reassignment.

In accordance with FA Rule 13 individuals undergoing gender reassignment after puberty may be eligible for participation in their acquired gender. The individual will be asked to disclose sufficient information to ascertain that conditions have been met:

- Surgical anatomical changes, including external genitalia changes and gonadectomy must be completed two years prior to any application
- Legal recognition of the acquired gender must be confined by the Gender Recognition panel
- Hormonal therapy must have been administered in a verifiable manner and for a sufficient length of time to minimise gender related advantages in football matches.

The Football Association Equality Manager, Head of Football Regulation and a medical representative will consider the evidence on a case by case basis.

A person shall not be entitled to play football matches in their acquired gender until such a time as they have provided evidence that the criteria set out above and has met with the Football Association is satisfaction.