

THE WILTSHIRE COUNTY FOOTBALL ASSOCIATION (WCFA) EQUALITY POLICY

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

WCFA's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that WCFA is equally accessible to all. All participants should abide and adhere to this policy and to the requirements of the Equality Act 2010.

This policy is fully supported by the WCFA Board of Directors who are committed to and responsible for the implementation of this policy.

WCFA will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

WCFA will not tolerate harassment, bullying, abuse or victimisation of a participant, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal. WCFA will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

When it is brought to our attention WCFA commits itself to the immediate investigation of any allegation of discrimination. Where such is found to be the case, WCFA will require that the practice stops and will impose sanctions as appropriate.

WCFA is committed to inclusion and anti-discrimination. The following are key actions to promote inclusion and eradicate discrimination within football:

- investigate concerns and apply relevant and proportionate sanctions
- campaign to raise awareness
- achieve independently verified equality standards
- widen diversity and representation
- promote diverse role models