



TACKLING DISCRIMINATION IN BERKS & BUCKS

BERKS & BUCKS FA DOES NOT TOLERATE DISCRIMINATION IN ANY FORM AND IS COMMITTED TO PROVIDING A SAFE AND INCLUSIVE ENVIRONMENT FOR ALL.

There is no single or easy way to eradicate discrimination from our game, however Berks & Bucks FA is pleased to present our strategy across the game for 2023/24 to support victims reporting discrimination, combat poor behaviour and remove this blight from our game.



VICTIM SUPPORT

- Provide proactive and bespoke support for victims of discrimination
- Support victims to provide Impact Statements highlighting the human impact of discrimination
- Provide automatic investigation updates to victims



CLUB NETWORK

- Increase the number of inclusion officers across Berks & Bucks FA 2* and 3* England Football Accredited Clubs
- Create resources to support Clubs manage discrimination allegations



COUNTY FA DISCIPLINE OPERATIONS

- Promote sanctions for proven discrimination cases across the grassroots community
- Raise awareness of how to report discrimination during and after a match
- Launch a media campaign addressing poor spectator behaviour in grassroots football
- Ensure all individuals appointed by the County FA to positions of responsibility have received inclusion training



LEAGUE NETWORK

- Complete a review of the diversity of League Management Committees across the County
- Support Leagues to host inclusion training for Management Committee members
- Host induction sessions for all new League Management Committee members highlighting their role in tackling discrimination
- Establish an early intervention system to support Leagues combat poor behaviour

SUCCESS MEASURES:

1. Improved confidence in the County FA for managing discrimination allegations
2. Increased number of incidents of discrimination being reported to the County FA
3. Reduction in number of complaints being withdrawn or closed due to lack of supporting evidence
4. Increased number of inclusion officers within Clubs
5. Greater retention of match officials
6. Greater Number of Leagues Management Committees meeting representation targets (24/25 onwards)

REMEMBER: *Tackling discrimination is everyone's responsibility.*

If you have witnessed or been the victim of discrimination please contact us on 01235 544890 or at Support@Berks-BucksFA.com