



**LGBTQ+**  
Inclusive Accredited Club  
Programme



United and Inspired by the  
**POWER OF FOOTBALL**

*#ONELINCOLNSHIRECOMMUNITY*

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# INTRODUCTION AND CRITERIA

The Lincolnshire County Football Association are proud to announce an accreditation framework for clubs in Lincolnshire to demonstrate the steps they are making to be an inclusive environment for those that identify as part of the LGBTQ+ Community.

The Lincolnshire FA Vision (One Lincolnshire Community, United and Inspired by the Power of Football) is built on the foundations of unity, inclusivity, and acceptance. Our goal is for all football in the county and beyond to be an environment where every player, coach, referee, spectator, or volunteer can enjoy the game and feel comfortable in being themselves, without fear of discrimination.

## WHY HAS THIS PROGRAMME BEEN DEVELOPED?

An inclusive club is one where all members can be their true selves without fear of discrimination or judgement, and instead feel welcomed and valued. A truly inclusive club will see an increase in both enjoyment and performance.

Nonetheless, football for many people is still unwelcome, and discrimination is still common across the game.

**49 per cent of those that identify as part of the LGBTQ+ community have witnessed homophobia or transphobia in sport,**

**And 33 per cent of those that identify as LGBTQ+ who participate or follow sport are not out to anyone in their sporting life**

The Lincolnshire FA LGBTQ+ Accredited Club Scheme seeks to provide a framework of obligations that supports clubs to develop an LGBTQ+ Inclusive environment.





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The criteria for the scheme states that clubs must:

1. Have a minimum 2 club officials to attend a Lincolnshire FA LGBTQ+ inclusion digital workshop, with one becoming an identified 'LGBTQ+ Ambassador'
2. Have a club equality policy that outlines the club's aims around LGBTQ+ inclusion
3. Display inclusive posters provided by Stonewall and Lincolnshire FA to publicly demonstrate their commitment to inclusion within their club
4. Club Officials, Players and Coaches over the age of 11 sign an agreement of LGBTQ+ inclusion

Clubs are also encouraged to take any further steps that they feel relevant in the pursuit of being LGBTQ+ Inclusive.

Once the four criteria have been met, clubs will:

1. Receive 1x Rainbow Captain's Armband to be used on matchdays
2. Receive priority when expressing interest in complimentary rainbow laces
3. Receive a certificate of their accreditation, signed by the CEO
4. Receive a Lincolnshire FA LGBTQ+ accredited digital badge to be used on their website, social media, etc.
5. Have their club badge shown on the LGBTQ+ accredited page on the Lincolnshire FA website

If guidance is required at any time, or if you have any questions on the Lincolnshire FA LGBTQ+ Inclusive Accredited Club Scheme, please get in touch with Jordan Mason, Football Development Officer (Disability and Inclusion) at [Jordan.Mason@LincolnshireFA.com](mailto:Jordan.Mason@LincolnshireFA.com) or on **01522 596580**.



# LGBTQ+ INCLUSION DIGITAL WORKSHOP AND LGBTQ+ AMBASSADOR

The first step to achieving the Lincolnshire FA LGBTQ+ Accreditation is to ensure a minimum of two club officials attend or watch a recording of an LGBTQ+ Inclusion digital workshop.

Although a minimum of two club officials are required, all members of the club are welcome to attend.

This workshop will improve your knowledge of the LGBTQ+ Community, covering topics including:

- What does LGBTQ+ mean?
- Why is LGBTQ+ Inclusion important?
- Reporting discrimination
- What does an inclusive environment look like?
- How does this vary at different age groups?
- The Lincolnshire FA LGBTQ+ Accreditation

The workshop is around an hour in length and will empower the attendees in being an ally for LGBTQ+ individuals and developing an inclusive club environment. Following the workshop, club officials can act as a point of contact for all players, coaches, volunteers and spectators within their club, and guide their club towards LGBTQ+ Inclusion.

## LGBTQ+ AMBASSADOR

One of the club officials that attends the workshop must then become the club's LGBTQ+ Ambassador, acting as a point of contact for any players, coaches, or spectators that may require support or guidance.

Clubs may find it worthwhile to delegate the LGBTQ+ Inclusive Accredited Criteria to the Ambassador.



## CLUB EQUALITY POLICY

An Equality Policy outlines the club's and its members' responsibilities and commitments to equality and inclusion. It provides guidance for members and allows you to hold your club and members accountable. A good policy will outline the general culture of the club as well as demonstrate a commitment to inclusion across all protected characteristics – not just those that identify as LGBTQ+.

Clubs that have adopted, or plan to adopt, the Football Leadership Diversity Code will find that a suitable Equality Policy is applicable for the criteria of both schemes.

You can find the Lincolnshire FA Club Equality Policy Template [here](#), or you can write your own. If guidance is required, please get in touch with [Jordan.Mason@lincolnshirefa.com](mailto:Jordan.Mason@lincolnshirefa.com).

## POSTER INFORMATION

Publicly displaying posters demonstrates your commitment to inclusion, and supports you in developing an inclusive environment for LGBTQ+ individuals. Visibility is one of the key facets to an inclusive environment.

You can choose which posters you wish to display. You can find posters at:

[www.stonewall.org.uk/resource-type/posters](http://www.stonewall.org.uk/resource-type/posters)

[www.lincolnshirefa.com/inclusion/LGBTQaccreditedprogramme/posters](http://www.lincolnshirefa.com/inclusion/LGBTQaccreditedprogramme/posters)

You can display posters wherever you think they are most appropriate. This will naturally differ from club to club, but a few examples might be in changing rooms, in the club house, or at training venues.

Clubs can create their own posters. Why not ask your players to get involved and design them?



# AGREEMENT OF LGBTQ+ INCLUSION

As a member of ....., I confirm that I will advocate for LGBTQ+ Inclusion and be an ally for LGBTQ+ individuals on and off the field.

I commit to:

- Always show respect to everyone involved in football
- Never engage in abusive, derogatory, bullying or discriminatory behaviour
- Consider carefully how I engage in "banter" and how this may affect others
- Report discrimination to Lincolnshire FA, The FA, or Kick It Out if I witness or experience it

I understand that if I do not follow the agreement stated above that my club may take disciplinary action against me, including but not limited to:

- Apologising to those who I have upset or offended
- Receiving a formal warning
- Being 'dropped', substituted, or suspended from training
- Being asked to leave the club
- Being reported to The FA, Lincolnshire FA, or Kick It Out if necessary.

I understand that unfair treatment of any individual on the basis of their Gender Reassignment, Marriage or Civil Partnership, Sex, Sexual Orientation, or any other protected characteristic as laid out in The Equality Act (2010) is discrimination and could be considered unlawful.

Name .....

Date .....

Club .....

Role at Club .....

Signature .....





## SUBMITTING EVIDENCE

Once you have completed all of the relevant criteria, you need to submit your evidence to Lincolnshire FA. Below is a checklist of the criteria and guidance around the necessary evidence:

### 1. LGBTQ+ Inclusion Digital Workshop and Ambassador

Your attendance will be recorded during the workshop if delivered live. If you attend a recording of the workshop, completion will be evidenced through a short quiz. Please notify Lincolnshire FA who your LGBTQ+ Ambassador is, once elected.

### 2. Equality Police

Once your club Equality Statement has been finalised, it must be submitted to Lincolnshire FA for sign off. Once approved, the Equality Statement must be displayed on the club website and promoted via the Club's social media platforms. It is also recommended that this is displayed physically in clubhouses or changing rooms.

### 3. Poster Displays

Posters should be clearly displayed at any relevant locations for each club. Photos of these posters on display should be sent to Lincolnshire FA.

### 4. LGBTQ+ Inclusion Agreement

All players, coaches and club officials must sign the LGBTQ+ Inclusion Agreement. Evidence of signed agreements should be sent to Lincolnshire FA.

All evidence supplied for the above four criteria must be sent to Jordan Mason, Football Development Officer (Disability and Inclusion) at [Jordan.Mason@LincolnshireFA.com](mailto:Jordan.Mason@LincolnshireFA.com). Alternatively, evidence can be submitted in-person at the Lincolnshire FA Office, Deepdale Enterprise Park, Nettleham, LN2 2LL.





Once all evidence is approved, you will be officially be awarded with:

1. An official accreditation certificate announcing your club as a Lincolnshire FA LGBTQ+ Inclusive Accredited Club.
2. A Rainbow Captain's Armband to be used on matchdays
3. A Lincolnshire FA LGBTQ+ Inclusive Accredited Club digital badge to be used on your website, social media, etc.
4. Your club badge shown on the LGBTQ+ accredited page on the Lincolnshire FA website

**The Lincolnshire FA LGBTQ+ Inclusive Accredited Club Scheme is a pilot scheme and as such, Lincolnshire FA reserves the right to amend any criteria as necessary at any time. Any club that has achieved the status prior to the update will be asked to provide evidence that they have met the updated criteria, if they wish to retain the accreditation.**



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