



**LGBT Inclusive Football Club
Accreditation
Guidance Document**





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Introduction and Criteria



Norfolk FA is proud to be providing an accreditation for LGBT Inclusive Clubs. We want our Clubs to promote that the LGBT community are welcome in Norfolk Football and to provide an inclusive environment whereby all of our football family can feel free to be themselves without fear or discrimination. We have now provided a framework of obligations that clubs must complete to receive their official accreditation. To be an official LGBT Inclusive Norfolk County FA Club you will need to complete the following:

- Have a club equality statement that details the ethos of the club and outlines the club's aims around LGBT inclusion that must be displayed on the club website and publicised via their social media platforms. This can include commitments to language, behaviour and creating a welcoming atmosphere
- Display inclusive posters provided by Stonewall to publically demonstrate your commitment to inclusion within your club
- Use Stonewalls "no bystanders" campaign to help individuals at your club to take a stand against hateful language and discrimination.
- Club Officials, Players and Coaches to sign agreement of LGBT inclusion

We also encourage clubs to undertake any additional LGBT inclusive steps that they feel relevant to their club.

In this document you will find guidance relating to the criteria that needs to be completed to assist you with your official accreditation.



LGBT Equality Statement Guidance



Your club's equality statement is key to outlining why your club is LGBT inclusive. The statement will outline the general ethos of your club as well as specific areas in which you are promoting LGBT equality and inclusivity. This page gives you some guidance in relation to examples of text to incorporate in your statement, as well as other areas to consider. It is important that you create a unique statement that relates to your club to represent your aims and objectives as an LGBT inclusive Club.

What should you include in your Club's LGBT Equality Statement?

- An explicit zero-tolerance approach to discrimination on the basis of sexual orientation and gender identity
- An explicit zero-tolerance approach to bullying and harassment on the basis of sexual orientation and gender identity
- What you intend to achieve as a club by being LGBT inclusive
- Making it known that you want to welcome anyone from the LGBT community
- Other areas which you consider relevant to being an LGBT inclusive club

Samples of LGBT Equality Statements & Zero-Tolerance Approaches:

[Club Name] is committed to promoting equality and inclusivity within our club. All players, coaches and supporters will receive equal treatment regardless of their gender identity, marital and civil partnership status, sexual orientation."

"[Club Name] has a zero-tolerance approach to any member of their club being subjected to harm, threats of harm, bullying and harassment, discrimination, or any inappropriate behaviour or language on or off the field, irrespective of whether it is instigated by a competitor or a member of their own club. In particular, this behaviour is expressly prohibited (but is not limited to) if it is on the grounds of gender expression or gender identity (transphobia), or sexual orientation (homophobia or biphobia) "



Stonewall Posters



Stonewall posters should be displayed publically to demonstrate your club's commitment to inclusion. Posters can be downloaded and printed by clicking [here](#).

You can also request posters to be sent to your club from Stonewall, free of charge!

Stonewall's No Bystanders Policy

The No Bystanders pledge is part of a campaign by Stonewall to speak up for LGBT rights and equality. The concept is that each commitment to speak up for LGBT rights and equality helps create a world where everyone, everywhere can be themselves.

Nearly 20,000 people have signed the No Bystanders pledge and have committed to never being a bystander to hateful language and abuse.

To download the No Bystanders Pledge for players and coaches to sign, please click [here](#).



Agreement of LGBT Inclusion

As a player or club official of **[Club Name]**, I confirm that I will be an advocate for LGBT inclusion at this club on and off the field. I will abide by the following statements:

- I will always show respect to everyone involved in the game and to carefully consider the language that I use
- I will never engage in abusive, derogatory, bullying or discriminatory behaviour
- I will consider carefully how I engage in “banter” and how this may affect others

I understand that if I do not follow the agreement as stated above that my club may take disciplinary action against me including the following:

- Apologising to those who I have upset
- Receive a formal warning
- Be dropped, substituted or suspended from training
- Not selected for the team
- Be asked to leave the club

I will also abide by the Stonewall No Bystanders policy to be signed in conjunction with this statement.

Name Date

Signature.....



What next?



Once you have completed all of the relevant criteria to become an LGBT Inclusive Club, we need to know! Below is a checklist of the criteria and guidance around how to submit your evidence of completion, so that we can award you with your official accreditation.

1. Club equality statement – Once your Club equality statement has been written it must be submitted to Norfolk FA to sign off. Once confirmation has been received, the statement must then be displayed on the club website and promoted via social media platforms. It is also recommended that the statement is displayed in the club house.
2. Display inclusive posters provided by Stonewall – Posters should be clearly displayed in changing rooms and around the club house. Photos of the posters being displayed should be sent to Norfolk FA.
3. All players and Club Officials must sign Stonewalls “no bystanders” pledge. These signed pledges should be sent to Norfolk FA once completed.
4. All players and Club Officials must sign the agreement of LGBT inclusion. These signed agreements should be sent to Norfolk FA once completed.

All evidence referenced in the above 4 checkpoints must be sent to Rachel Cossey, Football Development Officer, via Rachel.Cossey@NorfolkFA.com. Once all evidence has been submitted and confirmed as complete, your club will receive an official accreditation certificate presented by Norfolk County FA awarding your club with the LGBT Inclusive Club status. You will also receive Norfolk Football Is Proud posters and branding which should be visible at your club site.

Please note the current accreditation is running as a pilot scheme so we reserve the right to amend the criteria if we deem appropriate at a later date. Any club that has achieved the status prior to the update will be asked to provide proof that they have met the additional criteria, if they wish to retain the accreditation.