



# Inclusion Policy

1. The Royal Navy Football Association (FA) are fully committed to ensuring that everyone can take part in football across the service in an enjoyable, friendly, safe and inclusive environment. The Trustees, Executive board Staff believe that everyone should have the opportunity to be part of the football family, regardless of difference or background and we are committed to ensuring that this is a reality.
2. The Royal Navy FA endorses the Principle of sports equality and will act to ensure that everyone who wishes to be involved in football can be. Our Equality Policy confirms our clear commitment to full inclusiveness and that we will take firm action if required against anyone who behaves in an unacceptable way or that is discriminatory.
3. We will ensure that everyone involved in Royal Navy football:
  - Has a genuine and equity of opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race or ethnicity or sexual orientation;
  - Can be assured of an inclusive environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy football without the threat of intimidation, victimisation, harassment or abuse.

## Legal obligations

4. Royal Navy FA is compliant with the Equality Act 2010 and the Public Sector Equality Duty (PSED). It is committed to avoiding and eliminating any unacceptable behaviour including discrimination of any kind in football and will under no circumstances condone discriminatory practices. The organisation takes a zero-tolerance approach to unacceptable behaviours including bullying, harassment and discrimination.

## Inclusion

5. For the Royal Navy FA the principle of equity goes further than simply complying with legislation. The Royal Navy FA will take positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all members of the Royal Navy and wider community to participate equally and fully in football should they chose to.
6. We will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to football and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

## Implementation

7. The following steps will be taken to publicise this policy and promote equality in Royal Navy football:
  - o This policy will be published on our website.
  - o The Royal Navy FA Board Trustee Chair will delegate the Chief Executive to take overall responsibility for ensuring that the policy is observed.

- o The Trustee Board will take full account of the policy in arriving at all decisions in relation to activities of the Royal Navy FA.
- o We will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of the findings in developing measures to promote and enhance equality for all involved in football.
- o The Trustee Board, executive and staff will undertake diversity and inclusion training and keep up to date with equality legislation.

### **Responsibility, Monitoring and Evaluation**

8. The following actions will be taken:

- The Trustee Board will be responsible for ensuring the implementation of this policy.
- The Trustee Board will review all Royal Navy FA activities and initiatives against the aims of the policy on an annual basis, and the Chair will report formally within the annual trustee report.
- The Trustee Board, or where appropriate a designated Inclusion Champion will review any measures or initiatives the Royal Navy FA may institute or take part in to promote inclusivity in football across the service.

### **Complaints and compliance Policy and Procedures**

Include reference for MOD complaints policy and make clear that this will be applied if service personnel (tri-service) are both the complainant and respondent. [JSP 763: The MOD Bullying and Harassment Complaints Procedures](#)

9. Royal Navy FA regards all of the forms of bullying, harassment and discriminatory behaviour is unacceptable, and is committed to ensure that individuals feel able to raise a genuine grievance or complaint related to such behaviour without fear of being penalised for doing so.

10. Appropriate disciplinary or administrative action will be taken against any employee, Trustee or Executive Board member, player, coach, referee or volunteer who breaches the County FA Equality Policy.

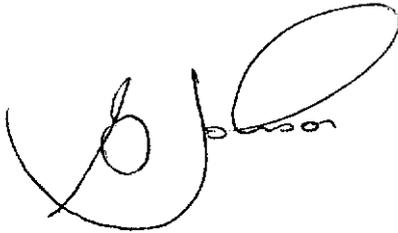
11. Any person who believes that they have been treated in a way that they consider to be in breach of this policy by an individual, staff, Trustee or Executive Board member should follow the County FA's complaints procedure <https://www.royalnavyfa.com/about/rules-and-regulations/inclusion>. Anyone wishing to make a complaint should first complain to that person, organisation or club. If this does not resolve the matter, or in the case of allegations of unacceptable behaviour (inc bullying, harassment and discrimination) against Royal Navy FA staff, Trustee and Executive Board, the person may raise the matter by writing directly to the Chair (all written correspondence should be sent to Steve Johnson Royal Navy FA CEO).

12. The Chair will investigate the complaint personally or appoint a Trustee Board member to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter. The outcome of the investigation will be notified to the parties in writing and reported to the Royal Navy FA Board. If the investigation reveals unacceptable or bullying, harassment or discriminatory behaviour on the part of an individual or member club the Trustee Board may impose sanctions on that person or organisation in line with Royal Navy FA's Constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent suspension and expulsion from the County FA and any club or league that affiliates to it. In deciding what sanction is appropriate the Trustees Board will consider the severity of the matter and take account of any mitigating circumstances.

13. Where the violation of the Equality Act (2010) by way of harassment, discrimination or victimisation amount to a criminal offence, the civil and/or RN Police or appropriate Authority will be informed. IAW [JSP 830: Manual of Service Law](#) for servicepersons.

14. In the event that an individual, club or league associated with Royal Navy FA is subject to allegations of discrimination in a court or tribunal, Royal Navy FA will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking further action in relation to the matter concerned.

Steve Johnson

A handwritten signature in black ink, appearing to read 'S. Johnson', with a large, stylized flourish extending from the end of the name.

**CEO Royal Navy FA**

**30 March 2023**

## **Appendix**

### **Relevant Legislation and Definitions (Following guidelines from The FA)**

#### **Legal rights**

The Equality Act 2010 is a law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as: age, disability, gender reassignment, marital or civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.