



Equality, Diversity, and Inclusion Policy

Policy information			
Date created	25/08/2024	Lead	Jason Stewart
Review Date	24/08/2025	Board sign off date	30/08/2024

Introduction

Hanworth Villa Football Club (HVFC) is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of its football activities. We believe that football should be accessible to everyone, regardless of age, gender, ethnicity, disability, sexual orientation, religion, or any other characteristic. This policy outlines our commitment to ensuring a welcoming, inclusive, and discrimination-free environment for players, coaches, officials, supporters, and all associated with the club.

Commitment to Equality and Diversity

HVFC actively promotes equal opportunities for all individuals in football. We are dedicated to:

- Treating all players, staff, volunteers, and supporters fairly and with respect.
- Opposing all forms of discrimination, including but not limited to race, gender, disability, sexual orientation, religion, and socioeconomic background.
- Encouraging participation from underrepresented groups in football.
- Providing equal opportunities for players and staff at all levels.

Inclusion in Football Activities

HVFC strives to create a footballing environment that is welcoming and inclusive. We achieve this by:

- Ensuring that football activities, including training sessions and matches, are accessible to all individuals.
- Implementing reasonable adjustments to support individuals with disabilities or additional needs.
- Educating players, staff, and volunteers about the importance of EDI in football.
- Ensuring fair selection and development opportunities for all players based on ability, effort, and commitment.



Anti-Discrimination and Reporting Procedures

Discrimination, harassment, and bullying have no place at HVFC. The club will take all necessary steps to prevent and address any such behaviour, including:

- Encouraging individuals to report incidents of discrimination, harassment, or bullying.
- Providing a clear and confidential reporting mechanism.
- Taking disciplinary action against those found to be in breach of this policy.
- Working with the Football Association (FA) and other governing bodies to uphold best practices in EDI.

Responsibilities

All players, coaches, staff, and volunteers at HVFC are responsible for upholding this policy. The club's management will:

- Ensure that this policy is communicated and understood by all members.
- Provide training and awareness sessions on EDI matters.
- Monitor and review EDI initiatives regularly.
- Take appropriate action when breaches occur.

Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and alignment with current legislation and FA guidelines. HVFC remains committed to fostering a culture of respect, equality, and inclusivity within football.

For any concerns or further information please contact info@hanworthvilla.co.uk

