



Chatham Town Football Club

Equality, Diversity and Inclusion Policy

1. Policy Statement

Chatham Town Football Club is fully committed to equality, diversity and inclusion and to ensuring that football is a safe, welcoming and inclusive environment for everyone. The club adopts and supports the principles of **The FA Equality Policy, The FA Respect Programme**, and all relevant legislation including the **Equality Act 2010**.

The club will not tolerate discrimination, harassment, victimisation or bullying of any kind and will take all reasonable steps to ensure that all individuals are treated fairly, with dignity and respect.

2. Scope of the Policy

This policy applies to all persons involved with Chatham Town Football Club, including: - Players (youth and adult) - Parents and carers - Coaches, managers and assistant coaches - Club officials, volunteers and committee members - Match officials - Spectators and visitors

The policy applies to all club activities, including training, matches (home and away), meetings, social events and online activity.

3. Legal and FA Framework

This policy is informed by and aligns with: - The Equality Act 2010 - The FA Equality Policy - The FA Respect Codes of Conduct - The FA Safeguarding Children Policy and Procedures

Under the Equality Act 2010, it is unlawful to discriminate against individuals on the basis of a protected characteristic.

4. Protected Characteristics

Chatham Town Football Club recognises the following protected characteristics as defined by the Equality Act 2010: - Age - Disability - Gender reassignment - Marriage and civil partnership - Pregnancy and maternity - Race (including colour, nationality, ethnic or national origin) - Religion or belief - Sex - Sexual orientation

5. Forms of Unacceptable Behaviour

Unacceptable behaviour includes, but is not limited to: - Direct or indirect discrimination - Harassment or abuse - Bullying or intimidation - Victimisation - Use of discriminatory, abusive or offensive language - Online abuse or discriminatory behaviour via social media or messaging platforms

6. Club Responsibilities

Chatham Town Football Club will: - Promote equality and inclusion across all areas of the club - Ensure all participants are aware of this policy - Challenge and address discriminatory behaviour - Take appropriate action in line with FA regulations and club disciplinary procedures - Make reasonable adjustments where required to support inclusion - Work in partnership with The FA and Kent FA to promote equality

7. Reporting Concerns

Any concerns relating to discrimination, harassment, bullying or inequality should be reported as soon as possible.

- **Club Welfare Officer:** Gary Hake- garyhake@chathamtownfc.com
- **Deputy Club Welfare Officer:** Kelly Robinson -youth@chathamtownfc.com
- **Board Safeguarding Champion:** Andy Bonneywell-secretary@chathamtownfc.com

Concerns may also be reported to: - A team manager or coach - A club committee member - Kent Football Association - The Football Association

All concerns will be taken seriously and handled sensitively.

8. Responding to Complaints

The club will respond to complaints in line with FA guidance by: - Listening to all parties involved - Recording concerns accurately and confidentially - Acting proportionately and fairly - Referring matters to Kent FA or The FA where required

No individual will be treated unfairly for raising a genuine concern.

9. Education and Awareness

The club is committed to: - Promoting FA Respect messaging - Ensuring coaches and volunteers are aware of equality responsibilities - Encouraging a culture of inclusion and respect

10. Monitoring and Review

This policy will be: - Reviewed annually - Updated in line with changes to FA guidance or legislation - Communicated to members, parents and volunteers

11. Governance, Roles and Policy Approval

Chatham Town Football Club has appointed the following safeguarding roles in line with FA guidance:

- **Club Welfare Officer:** Gary Hake- garyhake@chathamtownfc.com
- **Deputy Club Welfare Officer:** Kelly Robinson -youth@chathamtownfc.com
- **Board Safeguarding Champion:** Andy Bonneywell-secretary@chathamtownfc.com

This policy has been approved by Chatham Town Football Club and forms part of the club's governance, equality and safeguarding framework.

Date adopted: 12/2/26

Review date: 1/1/27

Signed (Club Representative): G Hake