



FOR ALL



NOTTINGHAMSHIRE FA EQUALITY, DIVERSITY AND INCLUSION POLICY (EDI)



Nottinghamshire's Home Of Football



FOREWORD

Nottinghamshire FA will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

POLICY STATEMENT

The Nottinghamshire FA endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in football, whether as participants, staff and Board members, volunteers, coaches, office-bearers in clubs or those within the Nottinghamshire FA:

- has a genuine and equal 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, ethnicity or sexual orientation; and
- can be assured of an 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

Nottinghamshire FA is committed to avoid and eliminate discrimination of any kind in football, and will under no circumstances condone discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours are given in the Appendix.

POSITIVE ACTION

The principle of sports equality, diversity and inclusion goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Nottinghamshire FA 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

The following steps will be taken to publicise this policy and promote sports equality in football:

- A copy of this document will be published on the CFA website.
- The Nottinghamshire FA Chair will take overall responsibility for ensuring that the policy is observed.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of Nottinghamshire FA.
- Nottinghamshire FA 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 sports equality in football.
- Nottinghamshire FA will provide access to training for all of its Board Members to raise awareness of both collective and individual responsibilities. All Nottinghamshire FA accredited and licensed coaches will be equality and diversity trained.





- *It will be a condition of Nottinghamshire FA membership that member clubs:*
 - formally adopt this policy, or produce their own policy in terms that are consistent with it; and
 - take steps to ensure that their Committees, staff, members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the CFA's rules; and
 - ensure that access to membership is open and inclusive
 - support such measures and initiatives that Nottinghamshire FA may institute or take part in to advance the aims of this policy.
- It will be a condition of Nottinghamshire membership that individuals:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that the Nottinghamshire FA may institute or take part in to advance the aims of this policy.

RESPONSIBILITY, MONITORING AND EVALUATION

The Board will be responsible for ensuring the implementation of this policy.

The Board will review all Nottinghamshire FA activities and initiatives against the aims of the policy on an annual basis, and the Chair will report formally on this issue at the AGM.

The Board, or where appropriate a designated person, will review any measures or initiatives that Nottinghamshire FA may institute or take part in to promote and enhance equality, diversity and inclusion in the CFA, and will report their findings formally to the AGM.

The Board will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM

COMPLAINTS AND COMPLIANCE

Regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates this Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy should first complain to that person or their organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against the CFA itself, the person may raise the matter by writing directly to the Chair OR CEO. Contact details are available through the website:

<https://www.nottinghamshirefa.com/about/board-and-staff>

The Chair will investigate the complaint personally or appoint a 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 CFA Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member the Board may impose sanctions on that person or organisation in line with Constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from membership.

In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of this Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with this subject to allegations of unlawful discrimination in a court or tribunal, the Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Approved by Board of Directors – March 2021



EQUALITY STATEMENT

As the governing body of the game, the Nottinghamshire Football Association is responsible for setting standards and values to apply throughout the game at every level, throughout the County.

The Nottinghamshire FA endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in football, whether as participants, staff and Board members, volunteers, coaches, office-bearers in clubs or those within the

Nottinghamshire FA:

- has a genuine and equal 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, ethnicity or sexual orientation; and
- can be assured of an 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.
- In the event that an individual or organisation associated with the county fa is subject to allegations of unlawful discrimination in a court or tribunal, the Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Approved by Board of Directors – March 2021





TEAM
TWENTYTHREE



Shake-A-Dale

ESP

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Nottinghamshire
Football Association



TheFA



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