

DIVERSITY AND INCLUSION POLICY



Head In The Game is committed to encouraging equality, diversity and inclusion among our players and attendees of our projects and eliminating unlawful discrimination.

The aim is for our service to be truly representative of all sections of society and to enable each participant to feel respected and able to give their best.

The service is also fully committed against unlawful discrimination of any participant or the general public.

The policy's purpose is to:

- Provide equality, fairness and respect for all who engage, play for, and take part in any type of organised football related activity.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of unlawful discrimination.

Head In The Game commits to:

- 1. Encourage equality, diversity and inclusion within the service.**
- 2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff/players/coaches/attendees are recognised and valued.**

This commitment includes training coaches and all other project facilitators about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include participants/staff/volunteers conducting themselves to help the service provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All participants/attendees/facilitators and volunteers should understand they, as well as the service, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.

Supported by:



- 3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow players, participants, volunteers, suppliers, visitors, the public and any others in the course of the organisation's sporting activities.**
- 4. Such acts will be dealt with as misconduct under the service's disciplinary procedure, and appropriate action will be taken. Particularly serious complaints could amount to the permanent termination of that individual's involvement with the service.**

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 - which is not limited to circumstances where harassment relates to a protected characteristic - is a criminal offence.

- 5. Make opportunities for training, development and progress available to all who wish to partake in the Head In The Game service, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the service.**
- 6. Decisions concerning coaches / staff / volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).**
- 7. Review service practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.**
- 8. Monitor the make-up of the club regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.**

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by the Head In The Game CIC Directors and has been agreed to the terms and guidance set out above.

Supported by:

