

VERWOOD TOWN FOOTBALL CLUB

Equality, Diversity & Inclusion Policy

Football at Verwood Town is for everyone

Version	Version 2.0 – April 2026
Date of issue	April 2026
Review due	Annually, or following any significant incident or change in FA guidance
Policy owner	Club Welfare Officer / Club Secretary (as applicable)

1. COMMITMENT

Verwood Town Football Club is committed to creating and maintaining the safest and most inclusive possible environment for playing football. The Football Association is responsible for setting the standards and values that apply to football at every level. Football belongs to, and should be enjoyed by, everyone who wants to participate in it.

2. LEGAL FRAMEWORK

This policy is underpinned by the Equality Act 2010, which protects individuals from discrimination on the basis of nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation

3. OUR EQUALITY COMMITMENT

In all its activities, VTFC will not discriminate against, or in any way treat less favourably, any person on the grounds of any of the above protected characteristics. The club will ensure it treats people fairly and with respect, and that it provides access and opportunities for all members of the community to take part in and enjoy its activities.

VTFC will not tolerate harassment, bullying, abuse or victimisation of any individual. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The club will work to ensure such behaviour is met with appropriate action in whatever context it occurs.

4. REASONABLE ADJUSTMENTS

VTFC is committed to making reasonable adjustments to remove barriers that prevent disabled players, coaches or volunteers from participating fully in club activities. If you have a disability or specific need, please contact the Club Welfare Officer or Club Secretary to discuss how we can support you.

5. ACTIVE PROMOTION

This policy is fully supported by the club committee, who are responsible for its implementation. The committee commits to:

- Taking active steps to promote diversity and inclusion in membership, coaching and volunteering
- Reporting on equality matters at the AGM
- Investigating any claims of discrimination brought to its attention immediately
- Where discrimination is found, requiring the practice to stop and imposing appropriate sanctions

6. WHAT TO DO IF YOU EXPERIENCE OR WITNESS DISCRIMINATION

Under-18 players

Report to the Club Welfare Officer: welfare@vtyfc.co.uk or 07758 246452. Concerns can also be reported to the NSPCC (0808 800 5000) or, if a child is at immediate risk, to the Police or Dorset Social Care (01305 228866).

Adults

Report to the Club Welfare Officer, Club Secretary (youth_secretary@vtyfc.co.uk) or Club Chairperson (youth_chairman@vtyfc.co.uk), or any committee member. Please include:

- What happened, when and where
- Names of any witnesses
- Whether similar incidents have occurred previously
- What outcome you are seeking

The club's Disciplinary & Complaints Policy will then be followed.

7. REVIEW

This policy will be reviewed annually by the Club Welfare Officer and Club Chairperson to ensure it remains aligned with The FA's current EDI strategy and applicable legislation.

Key Contacts	
Club Welfare Officer	Clare Nixson – welfare@vtyfc.co.uk / 07758 246452
Club Secretary	youth_secretary@vtyfc.co.uk
Club Chairperson	youth_chairman@vtyfc.co.uk
Dorset FA Safeguarding	safeguarding@dorsetfa.com / 01202 688270
NSPCC (24/7)	0808 800 5000