KIRKFIELD UNITED FOOTBALL CLUB

Diversity & Equality Policy

WWW.KIRKFIELDUNITED.COM

1.0 Introduction

Kirkfield United is committed to fairness, inclusion and equal opportunity across all teams, volunteers, coaches and families. This policy sets out our standards and expectations to ensure that every person involved in the club is treated with dignity and respect.

This policy is not about political correctness — it is about equity, accessibility and creating a welcoming football environment for all.

We aim to:

- Tackle discrimination in all forms
- Promote inclusion and diversity across our club pathway
- Ensure equal access to football opportunities
- Build a cohesive, supportive community

2.0 Our Commitment

Kirkfield United will:

- Provide football opportunities regardless of age, gender, ability, background or identity
- Promote positive behaviour and challenge discrimination
- Ensure all volunteers and coaches understand their responsibilities
- Embed equality considerations into decision-making, planning and communication
- Encourage diversity as a strength within our club culture

3.0 Rights & Responsibilities

Everyone involved with Kirkfield United has the right to:

- Be treated fairly and respectfully
- Participate in football without discrimination
- Feel safe, valued and included

Everyone has the responsibility to:

- Treat others with respect
- Challenge discriminatory behaviour

- Promote inclusion within their team

4.0 Implementation

We will achieve our equality objectives by:

- Providing guidance and training to volunteers and coaches
- Ensuring accessible communication and facilities
- Reviewing club practices to remove barriers
- Encouraging participation from under-represented groups
- Promoting positive role modelling across all teams