

Ladies Football 4 Fun Equality and Diversity Policy

1. Policy Statement

Ladies Football 4 Fun is committed to fostering a safe, respectful and inclusive environment for all women over the age of 18 participating in activities we provide. We welcome and support individuals who identify as female, including transgender women and non-binary people who feel that a women's community group is the right fit for them. As a community group who provide safe football sessions for women, we believe that a diverse and inclusive community strengthens our organisation and helps us better serve our mission. We provide equality of opportunity and to eliminate all forms of unlawful discrimination harassment and victimisation.

2. Definitions

*As an organisation for the purpose of this policy we have chosen to use definitions of the below terms provided for by human rights charity "Stonewall"

1. *Gender*- "A person's innate sense of being a man, woman, non-binary or another gender. Gendered norms, roles and behaviours exist, which are typically associated with being a woman, man, girl or boy. These are often expressed in terms of masculinity and femininity, and vary across cultures. A person's gender is typically assumed from the sex they were assigned at birth."

2. *Gender Identity*- "A person's innate sense of their own gender, whether male, female or something else which may or may not correspond to the sex assigned at birth."

3. *Gender reassignment* – "The phrase used in the Equality Act 2010 to describe the characteristic under which trans people are protected from discrimination in the workplace and wider society. The phrasing of the Equality Act 2010 says that a person is covered by the protected characteristic of gender reassignment if they are 'proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex'. 'Gender reassignment' is generally used when referring to the law. It is commonly referred to as 'transition' or 'transitioning'"

4- *Gender Recognition Certificate (GRC)*- "This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate, if they choose. You currently have to be over 18 to apply."

5- *Non-Binary* – "A term for people whose gender doesn't sit comfortably with 'man' or 'woman'. Non-Binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely."

6- *Trans Woman*- "A term used to describe a woman who was assigned male at birth. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female."

7- *Transitioning*- "The steps a trans person takes to live in their gender. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, using different pronouns, dressing differently and changing official documents."

3. Legal Framework

This policy is guided by the principles of the Equality Act 2010, which protects individuals from discrimination based on certain characteristics. We are committed to adhering to all relevant legislation and statutory codes.

We will not tolerate discrimination, harassment, or victimisation against any individual based on the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including colour, nationality, ethnic, or national origins)
- Religion or Belief (including lack of belief)
- Sex
- Sexual Orientation

4. Our Commitments

To uphold our commitment to equality and diversity, we will:

- **Promote an Inclusive Culture:** Create a session environment free from bullying, harassment, and unlawful discrimination, where all individuals are treated with dignity and respect.
- **Fair Participation:** Ensure that all opportunities for participation, coaching, and volunteering are based on merit, skills, and ability.
- **Reasonable Adjustments:** Make reasonable adjustments to our sessions and practices to support individuals with disabilities or specific needs.
- **Accessible Sessions:** Ensure that our sessions and activities are accessible to the widest possible range of people.
- **Zero-Tolerance:** Take a zero-tolerance approach to any form of discrimination, harassment, or victimisation. Any such behaviour will be treated as a serious disciplinary offense.
- **Training and Awareness:** Provide training to all volunteers to ensure they understand their responsibilities under this policy.
- **Confidential Complaints:** Treat all complaints of discrimination or harassment seriously, confidentially, and with a fair, impartial investigation.

5. Responsibilities

Trustees and Management Committee are responsible for championing and implementing this policy, ensuring that resources are available to support its objectives, and leading by example.

All Volunteers are responsible for upholding this policy by treating others with respect, refraining from discriminatory behaviour, and reporting any incidents they witness or experience.

6. Monitoring and Review

We will monitor the effectiveness of this policy and review it regularly to ensure it remains relevant, effective, and compliant with current legislation. This may include monitoring the diversity of our participants and volunteers to identify and address any underrepresentation.

7. Complaints

Any individual who believes they have been subject to discrimination or harassment should report the matter to Melissa Howarth, Chairwoman. All complaints will be investigated promptly and confidentially.

References

*Definitions: [LGBTQ+Terms: Inclusive Glossary and Definitions | Stonewall](#)



This policy was approved by the board of trustees - M.Howarth (Chair), L.Cox (Secretary) & C.Frampton (Treasurer), in June 2025 and will be reviewed in June 2026.



LADIES

FOOTBALL 4 FUN