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

Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

The F.A’s commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

The F.A is also committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The following policy is at the heart of the Club’s activities.

**EQUALITY POLICY.**

The aim of this policy is to ensure that everyone is treated fairly and with respect and that WILLINGDON ATHLETIC YOUTH is equally accessible to them all.

WAYFC is responsible for setting standards and values to apply throughout the club at every level.

Football belongs to and should be enjoyed by, anyone who wants to participate in it. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion of belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

WAYFC, in all its activities will not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that WAYFC will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

WAYFC will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purpose of this policy and the actions and sanctions applicable is regarded as discrimination, and this includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

WAYFC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

WAYFC is committed to taking positive action where inequalities exist, and to the development of awareness, raising events and activities in order to promote the eradication of discrimination and promote equality in football.

WAYFC is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant legislation – Race Relations Act 1976, Sex Discrimination Act 1975 and disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation. WAYFC commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stops and sanctions are imposed as appropriate.

**WAYFC - Safeguarding Children & Vunerable Adults Policy.**

1) WAYFC acknowledges its responsibility to safeguard the welfare of all children and vunerable adults

 involved in WAYFC from harm.

2) WAYFC confirms that it adheres to the F.A’s Safeguarding Policy and the procedures, practices and

 guidelines and to endorse and adopt the Policy Statement in that document.

3) A child is anyone under the age of 18 engaged in any football activity. However, where a 17yr old male

 or female player is playing in the adult game it is essential that every reasonable precaution is taken to

 ensure her safety and wellbeing are protected.

4) The Key Principles of WAYFC Safeguarding Children & Vulnerable Adults Policy are that:

• The welfare of the child or vulnerable adult (as appropriate) is, and must always be, paramount to any

 other considerations.

• All participants regardless of age, gender, ability or disability, race, faith, culture, size, shape, language

 or sexual identity have the right to protection from abuse or harm.

• All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and

 responded to swiftly, fairly and appropriately.

• Working in partnership with other organisations, statutory agencies, parents, carers, children and young

 people is essential for the welfare of children and young people.

• Children have a right to expect support, and personal and social development delivered by an

 appropriately recruited, vetted and managed in relation to their participation in football, whether they

 are playing, volunteering or officiating in the community or professional areas of the sport.

5) WAYFC recognises that all children have the right to participate in sport in a safe, positive and enjoyable

 environment whilst at the same time being protected from abuse, neglect, harm and poor practice.

 WAYFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

6) WAYFC will implement and comply with the F.A’s Code of Conduct for Coaches, Spectators and Officials

 as appropriate. WAYFC will ensure its spectators, parents, members and officials are all aware of and

 have accepted the Club’s Photographic Policy as set on the Club’s website.

7) WAYFC will endeavour to comply with the Guidance for Websites as set out on the F.A’s website.

8) If you witness or are aware of an incident where a child or vulnerable adult has been put at risk you

 must in the first instance inform the Club’s Officials. They will then inform the Sussex County F.A.

9) Any members who have a regular supervisory contact with children or a management responsibility for

 those working with children must undertake an F.A. Enhanced Criminal Records Bureau disclosure.

10) WAYFC will ensure that all its members, whether they are coaches, parents, players or officials will

 comply with the Best Practice Guidance as issued by the F.A. In summary, the following are NOT

 acceptable and will be treated seriously by the club and may result in disciplinary action being taken by

 the club, the County F.A or the FA:

• Working alone with a child, children, vulnerable adult, or adults.

• Consuming alcohol whilst responsible for children or vulnerable adults.

• Providing alcohol to children or allowing its supply.

• Smoking in the presence of children.

• Humiliating children or vulnerable adults.

• Inappropriate or unnecessary physical contact with a child or vulnerable adult.

• Participating in, or allowing, contact or physical games with children of vulnerable adults.

• Having an intimate or sexual relationship with any child or vulnerable adult developed as a result of

 being in a “Position of trust”.

• Making sexual explicit comments or sharing sexually explicit material.

11) WAYFC manages the changing facilities and would arrange for them to be supervised by two adults (FA

 CRB checked) of the appropriate gender for any under 18 players.

 WAYFC ensured that all coaches, parents, officials and spectators are aware that adults must not change

 at the same time, using the same facilities as children or vulnerable adults.

12) WAYFC will ensure that its coaches (and team managers) would receive the support and training

 considered appropriate to their position and role. The F.A “Managing Challenging Behaviour” Policy

 would be adopted and circulated amongst the club workforce both, voluntary or paid.

13) Any events held for WAYFC that involve children or vulnerable adults must comply this Policy and if

 appropriate a Safeguarding Plan would be discussed and circulated to those affected.