

EQUALITY AND ANTI-DISCRIMINATION POLICY

1. Introduction

- **1.1 Purpose:** This policy aims to promote equality and prevent discrimination within Iconic Football Academy. We are committed to creating an inclusive environment where all individuals are treated with respect and dignity.
- **1.2 Scope:** This policy applies to all players, staff, volunteers, and any individuals associated with Iconic Football Academy.

2. Principles

- **2.1 Equality:** We are committed to ensuring equal opportunities for all, regardless of age, gender, race, ethnicity, religion, disability, sexual orientation, or any other characteristic.
- **2.2 Respect and Inclusion:** Foster a culture of respect and inclusion, where diversity is valued and celebrated.
- **2.3 Zero Tolerance:** Maintain a zero-tolerance policy towards any form of discrimination or harassment.

3. Objectives

- **3.1 Promote Diversity:** Encourage diversity in all aspects of the academy, including recruitment, training, and participation.
- **3.2 Prevent Discrimination:** Identify and eliminate discriminatory practices and behaviours.
- **3.3 Support and Empower:** Provide support and empowerment to individuals from diverse backgrounds.

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4. Roles and Responsibilities

- **4.1 Safeguarding Officer:** A designated individual responsible for overseeing the any issues related to equality and discrimination. Contact details are available on our website www.iconicfootballacademy.com 'safeguarding' page.
- **4.2 Staff and Volunteers:** Expected to model inclusive behaviour and report any discriminatory practices.
- **4.3 Players:** Encouraged to embrace diversity and report any incidents of discrimination.

5. Reporting and Response Procedures

- **5.1 Reporting Channels:** Incidents of discrimination can be reported in person, via WhatsApp, or email to the Safeguarding Officer.
- **5.2 Investigation:** All reports will be thoroughly investigated to determine the facts and appropriate actions.
- **5.3 Resolution:** A resolution plan will be developed, which may include mediation, counselling, or disciplinary action.
- **5.4 Confidentiality:** All reports are handled with confidentiality to protect those involved.

6. Training and Awareness

- **6.1 Regular Training:** Conduct regular training sessions for staff and players on equality and anti-discrimination practices.
- **6.2 Awareness Campaigns:** Initiatives to promote understanding and appreciation of diversity.

7. Support Services

- **7.1 Counselling:** Access to professional counselling for those affected by discrimination.
- **7.2 Advocacy:** Support and advocacy for individuals experiencing discrimination.

8. Monitoring and Evaluation

- **8.1 Continuous Monitoring:** Ongoing evaluation of equality practices and the effectiveness of the policy.
- **8.2 Annual Review:** The policy will be reviewed annually, incorporating feedback from players and staff to ensure continuous improvement.