



Anti-discrimination Policy

2025/2026

Purpose

Hereford Lads Club is committed to providing an inclusive, respectful, and welcoming environment for everyone. This policy outlines our zero-tolerance approach to discrimination and our commitment to equality, diversity, and respect across all aspects of the club's activities. 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. Hereford Lads Club FC is responsible for setting standards, values and is committed to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Scope

This policy applies to all individuals involved with Hereford Lads Club, including:

- Players (all age groups).
- Coaches and staff members.
- Parents/guardians and visitors.
- Volunteers and committee members.

It covers behaviour occurring:

- On club premises, training grounds, or match locations.
- During official club activities or events.
- Online or through digital communication platforms if it affects the club or its members.

What is Discrimination?

Discrimination is any unfair treatment or harassment based on an individual's personal characteristics. It includes, but is not limited to:

- Direct Discrimination: Treating someone unfairly due to their race, gender, age, disability, religion, sexual orientation, or any other protected characteristic.
- Indirect Discrimination: Policies or practices that apply to everyone but disadvantage certain groups.
- Harassment: Unwanted behaviour that creates a hostile, intimidating, or offensive environment.
- Victimization: Retaliating against someone for raising concerns or making a complaint about discrimination.

Protected Characteristics

In line with UK Equality laws, discrimination against the following characteristics is strictly prohibited:

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

Responsibilities

Club Leadership and Management:

- Promote awareness and understanding of this policy.
- Ensure all practices, policies, and activities are free from discrimination.
- Investigate reports of discrimination promptly and impartially.
- Provide training and guidance to staff, coaches, and volunteers on equality and diversity.

Coaches and Staff:

- Act as role models by treating everyone with respect and fairness.
- Address discriminatory behaviour immediately and report it to the relevant authority.
- Foster an inclusive and supportive environment for all players and participants.

Players, Parents, and Community Members:

- Show respect for all individuals, regardless of their background or characteristics.
- Refrain from discriminatory behaviour or language.
- Report concerns about discrimination to a coach or the club's designated safeguarding officer.

Reporting and Investigation

Reports of discrimination can be made to the Club's Welfare Officers via email or by filling out the online [Incident Report Form](#). Reports will be handled confidentially, with respect for all parties involved. A thorough investigation will be conducted within 7 working days, and all parties will be informed of the outcome.

Lead Welfare Officer- Katrina Williams- 07774322156 welfare.herefordladsclub@gmail.com

HLC CWO- Kathrine Rolfe- 07900302645 welfare.herefordladsclub@gmail.com

Consequences of Discrimination

If discrimination is confirmed, the club will take appropriate action, which may include:

- Verbal or written warnings.
- Mandatory education or training sessions.
- Suspension or expulsion from the club.
- Reporting incidents to relevant authorities, where applicable.

Support and Training

- The club will provide resources and training on equality and anti-discrimination to staff, coaches, and volunteers.
- Individuals affected by discrimination will have access to support services, such as counselling or mediation.

HLC Lead CWO: Katrina Williams
Email: welfare.herefordladsclub@gmail.com
HLC CWO Anti-Discrimination Policy 2025/2026