



Hereford Lads Club **Equality Policy**

Hereford Lads Club 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.

Hereford Lads Club in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The club will ensure 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.

Hereford Lads Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination.

This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

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

Hereford Lads Club is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Hereford Lads Club 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 Equality Act 2010.

Hereford Lads Club commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions are imposed as appropriate.

OUR COMMITMENT is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities

Reporting:

Any concerns or complaints about breaches of this policy should be reported to the Club Welfare Officers. All concerns will be taken seriously and handled sensitively.

- Hereford Lads Club Lead Welfare Officer (CWO): Katrina Williams
07774322156 welfare.herefordladsclub@gmail.com
- Hereford Lads Club Welfare Officer (CWO): Katerine Rolfe
07900302645 welfare.herefordladsclub@gmail.com

Review:

This policy will be reviewed annually or as required to reflect changes in legislation, guidance, or club activities.

By working together, Hereford Lads Club aims to create an environment where everyone feels valued, respected, and empowered to participate fully.

HLC Lead CWO: Katrina Williams
Email: welfare.herefordladsclub@gmail.com
Child Protection Policy 2025/2026