



Lincoln Red Imps Football Club

Equality and Inclusion Policy

Version	Version 1	Date	24/1/25
Review	Yearly	Date	24/2/26

POLICY

Aim

The aim of this Policy is to ensure that Lincoln Red Imps FC provides an inclusive environment where all individuals are treated:

- Equitably
- With dignity and respect
- Equally accessible to all

regardless of personal characteristics.

CONTENTS

1	Policy Statement
2	Scope
3	Definitions
4	Objectives
5	Responsibilities
6	Implementation
7	Reporting and Resolutions
8	Training and Education
9	Communications
10	Review

Policy Statement:

Lincoln Red Imps Fc is committed to promoting equality and inclusion across all club activities. We oppose all forms of discrimination and strive to create a welcoming environment for everyone. Football belongs to all and should be enjoyed by anyone who wants to participate.

Scope:

This policy applies to all members, staff, volunteers, visitors, and any other participants involved in Lincoln Red Imps FC activities. The policy is fully supported by the Club Board of Directors who are responsible for the implementation of this policy.

Definitions:

- **Equality:** Ensuring that every individual has an equal opportunity to participate and succeed, free from bias or discrimination.
- **Inclusion:** Creating an environment where everyone feels welcomed, respected, and valued.
- **Discrimination:** Any unfair or prejudiced treatment based on personal characteristics such as age, gender, race, disability, religion, sexual orientation, or any other protected attribute.

Objectives:

- **Ensure equal opportunities** in participation, coaching, and employment.
- **Foster a culture of respect and inclusion** where differences are embraced.
- **Create awareness** about equality and inclusion through education and communication.

Responsibilities:

- **Leadership and Management:** Responsible for implementing and enforcing this policy.
- **Staff and Volunteers:** Expected to model inclusive behaviour and report any discriminatory incidents.
- **Members and Participants:** Required to uphold the principles of respect, equality, and inclusion.

Implementation:

- **Review Practices:** Regularly assess club practices, policies, and procedures to ensure they promote inclusivity.
- **Addressing Discrimination:** Any discriminatory behaviour will be addressed promptly and effectively, following a clear investigation and resolution process. The club commits itself to the immediate investigation of any claims when brought to its attention of discrimination.
- **Feedback Mechanism:** Encourage feedback from all stakeholders to continuously improve inclusivity efforts.

Reporting and Resolution:

- **Reporting Process:** Any incidents of discrimination or exclusion should be reported to the club welfare officer.
- **Confidentiality:** All reports will be handled with confidentiality and sensitivity.
- **Resolution:** Incidents will be investigated thoroughly, with appropriate actions taken to resolve issues and prevent recurrence.

Training and Education:

- Lincoln Red Imps Fc will provide ongoing training and awareness programs on equality and inclusion to all staff, volunteers, and members.

Communication:

- This policy will be communicated to all stakeholders through the club's website, newsletters, and during onboarding sessions.

Review:

This policy will be reviewed annually to ensure its effectiveness and relevance. Revisions will be made as needed to reflect legal requirements and best practices.



Dylan Viagas
Club President