



EQUALITY & DIVERSITY POLICY

COACHING | TRAINING | TEAM SKILLS

Phoenix Academy

www.phoenix-academy.football | info@phoenix-academy.football

EQUALITY & DIVERSITY POLICY

Phoenix Academy recognises its duty of care and responsibility to safeguard its participants from harm and abuse and is committed to working together to ensure that everyone has equal opportunities and treatment and that any form of discrimination is kicked out of football.

What is discrimination?

Discrimination is when a person is prevented from taking part in something based on a particular characteristic they have.

What is harassment?

Harassment is when someone behaves in a way which makes someone else feel distressed, humiliated or threatened.

1. OUR AIMS

Phoenix academy aims to create a safe and welcoming atmosphere for everyone, treating all people equally and with respect irrespective of age, disability, gender, sexual orientation, race, religion or belief.

2. HOW WE WILL ACHIEVE OUR AIM

ACCESSIBILITY

Our training sessions will be held in venues that are accessible and safe. Where possible, adaptations will be made to accommodate disabilities or special needs.

We are committed to ensuring that any participants of Phoenix Academy are able to attend our activities, so we will reassess our access requirements to meet the needs of new participants.

DIVERSITY

We welcome all participants who are committed and wanting to take part in the Academy.

INCLUSION AND RESPECT

Every participant, team member, coach, volunteer and manager at the Academy should be made to feel equally welcome and included at all sessions and activities.

Sexist, racist, homophobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in the Academy.

3. DEALING WITH DISCRIMINATION AND HARASSMENT

If any participant, team member, coach, volunteer and manager at the Academy feels that they have been discriminated against by anyone at the Academy, they should raise this with the Head Coach or director of the Academy.

The Academy will investigate the complaint, listening to all members involved. (If the complaint is against the Head Coach or Director then this member will not be part of the team conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Academy as a whole, the management team must work to ensure that such discrimination is not repeated in the future and must record and feedback how they propose to do this.

Any decision to exclude a person from the Academy due to discriminatory or harassing behaviour will be made with reference to the Academy's rules and policies.

The Academy will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.