



# Nutley FC - Football Leadership Diversity Code

Adopted 7-May-2022

By signing this code, we commit to being Leaders in Football Diversity, ensuring that we promote and deliver the highest standards across our club, including:

## 1. Club leadership

We commit that our club's leadership should reflect the diversity of our local community. We will achieve this by:

- Ensuring that our leadership reflects the local population in terms of gender, ethnicity, disability and all other historically underrepresented communities
- Ensuring equality of opportunity for all
- Carrying out selection based on merit, whilst seeking to source volunteers from a diverse pool of talent
- Monitoring all protected characteristics, cultural and social backgrounds within our leadership

## 2. Coaching & selection

We commit to ensuring diversity within our volunteer coaching workforce. We will achieve this by:

- Supporting individuals from all historically underrepresented groups and across age groups to become the next generation of coaches
- Selecting coaches openly and encouraging people from a diverse range of backgrounds to coach within the club
- Monitoring the diversity of our coaches and working towards them reflecting our player base

### 3. Culture

We commit to continuing to strive for the most inclusive club culture. We will achieve this by:

- Having a 'Club Equality Policy' which promotes equality, diversity and inclusion, adopted by all club members / players / officials as a condition of membership annually
- Ensuring all club officials attend The FA's equality, diversity and inclusion online offerings, refreshing this at appropriate intervals
- Signposting all members to The FA's equality, diversity and inclusion online training each season
- Ensuring that young people are involved meaningfully in our club (through a youth committee or other suitable mechanism) if our club provides a youth offering or youth teams
- Monitoring our cultural progress through an annual club culture survey with a template provided by The FA

### 4. Reporting discrimination

We commit to encouraging the reporting of discrimination. We will achieve this by:

- Distributing information on how to report discrimination to all club members, every season. This will include information on the importance of immediately notifying a match official of any incident that occurs on a match day
- Acknowledging that in some instances, discriminatory abuse or behaviour may be a criminal offence. In these instances, we will be proactive and report this to the Police by calling 101
- Reporting all incidences of discrimination immediately to our local County FA, Kick It Out or The FA

### 5. Raising awareness

We commit to raising awareness on the topic of equality, diversity and inclusion. We will achieve this by:

- Using The FA's Diversity Code resources to promote our support and raise awareness with others
- Making efforts to engage with local media and other local bodies to publicise our commitment to equality, diversity and inclusion
- Supporting The FA and other anti-discrimination body campaigns