



## Left Field Football Club

### Norfolk County Football Association

#### Club Equality Policy for the 2022/2023 Season

#### COMMITMENT TO DIVERSITY AND INCLUSIVITY

Our club is committed to providing opportunities from the coaching and management level, volunteer level and down to the individual player level for members of the community from any ethnic background, gender, sexual orientation, religious group or those with a physical impairment or disability.

Our leadership structure is comprised of men, women, non-binary and transgender folk from within our local community, representing all aspects (socially, culturally, ability) of the diverse make-up of the club as a whole. Managers, coaches and volunteers are voted-in or selected based on merit, held qualifications, tolerance and enthusiasm.

While all members are encouraged to take part equally, there is extra encouragement and support for those in our club who are historically underrepresented to take up leadership roles.

#### DISCRIMINATION AND REPORTING

As a club, we will not tolerate acts of harassment, intimidation, bullying or abuse from or by our members towards other players, coaches, officials, volunteers, fans or venue staff. Any incidents of foul play, whether verbal or physical, will be reported to Norfolk County FA officials as well as on the Kick It Out platform: <https://www.kickitout.org/>

Our club adopts and adheres to the Equality Standard regulation, ensuring discrimination at all levels is tackled in an appropriate manner and equal opportunities are given to all under-represented individuals within our club.