

Equality, Diversity, and Inclusion Policy

1. Introduction

Cardiff & Vale Schools Football Association (CVSFA) is committed to promoting equality, diversity, and inclusion across all its activities and operations. This policy outlines our commitment to ensuring that all individuals—players, coaches, volunteers, staff, and supporters—feel valued, respected, and able to participate fully, regardless of their race, ethnicity, gender, age, disability, sexual orientation, gender identity, religion, belief, or socio-economic background.

2. Purpose

The purpose of this policy is to:

- Ensure that equality, diversity, and inclusion are central to everything we do.
- Promote fair and equal treatment of all individuals involved with CVSFA.
- Create an environment where discrimination, harassment, and bullying are not tolerated.
- Ensure access to opportunities for all individuals to participate, develop, and succeed within the association.

3. Our Commitment to Equality, Diversity, and Inclusion

- **Equality:** We are committed to ensuring that no one is discriminated against based on characteristics such as age, gender, race, religion, disability, sexual orientation, or background.
- **Diversity:** We embrace diversity in all its forms, recognising that a diverse community is essential for the growth and success of CVSFA.
- **Inclusion:** We believe in creating an inclusive environment where everyone feels welcomed, valued, and respected, and where they have equal opportunities to thrive, both on and off the pitch.

4. Legal Framework

This policy is underpinned by relevant legal frameworks, including:

- The Equality Act 2010 (UK)
- UN Convention on the Rights of the Child
- Welsh Government's commitment to diversity and inclusion in sport
- FA Equality Standards and guidelines & FAW EDI programme, PAWB

5. Scope

This policy applies to:

- All players, coaches, staff, volunteers, and administrators involved in CVSFA activities.
- Participants, parents, and supporters involved with CVSFA-affiliated clubs or events.
- Any third-party organisations working with CVSFA.

6. Roles and Responsibilities

- The CVSFA Committee: Responsible for the overall implementation and review of the EDI policy.
- Staff and Volunteers: Ensure that the principles of EDI are adhered to in all activities and that any discriminatory behaviour is reported and addressed.
- Players: Contribute to creating a respectful & inclusive environment both on & off pitch.
- Supporters: Help foster a positive atmosphere by respecting and supporting all individuals involved with CVSFA.

7. Recruitment and Selection

- We are committed to ensuring that recruitment processes for players, coaches, and volunteers are free from bias or discrimination. All candidates will be selected based on merit, skills, and experience, with a focus on increasing diversity and representation in all areas of the association.

8. Commitment to Equity

CVSFA is committed to promoting equity in all aspects of our activities. While equality aims to provide everyone with the same opportunities, equity recognises that different individuals have different needs, experiences, and challenges. As such, we are dedicated to creating tailored support structures that ensure all individuals, particularly those from disadvantaged or underrepresented groups, can fully participate and thrive in our football programs.

14.1. Defining Equity

Equity involves providing resources, opportunities, and support in a way that accounts for individuals' unique circumstances. This may include offering additional support to those who face barriers to participation, such as:

- **Financial Assistance:** We will provide access to financial support to ensure that no player is excluded from participation due to financial constraints. This may include subsidised fees, travel assistance, and equipment provision.
- **Access to Resources:** We will ensure that all players, regardless of background, have access to the resources and facilities they need to develop their skills. This includes ensuring that underrepresented groups have access to coaching, training facilities, and opportunities that may not always be available to them.
- **Support for Disabilities:** We will provide reasonable accommodations to ensure that players with disabilities can fully participate in football activities. This may include adaptive equipment, modified training sessions, or additional support personnel where necessary.

14.2. Overcoming Barriers to Participation

We recognise that there may be structural, social, and economic barriers that prevent certain individuals from participating fully in football. CVSFA is committed to identifying and addressing these barriers through:

- **Outreach Programs:** We will work with schools, communities, and local organisations to identify individuals who may face barriers to participating in football and offer targeted programs to engage them.
- **Inclusive Recruitment:** We will actively seek to recruit players and volunteers from underrepresented groups, particularly those from lower socio-economic backgrounds, ethnic minorities, and individuals with disabilities.
- **Flexible Programming:** We will explore and implement flexible schedules, training times, and formats to ensure that players have access to football opportunities that accommodate their personal and cultural needs.

14.3. Equity in Decision-Making

Equity will also be central to our decision-making processes, both on and off the pitch. This includes ensuring that our leadership and coaching staff reflect the diverse communities we

serve and that decision-making processes take into account the needs and perspectives of all stakeholders, particularly those from marginalised groups.

9. Training and Development

- CVSFA will provide regular EDI training for all coaches, volunteers, and staff, to ensure that everyone understands the importance of equality and how to foster an inclusive environment.
- We will also offer development opportunities for individuals from underrepresented groups to progress within CVSFA.

10. Prevention and Reporting of Discrimination and Harassment

- CVSFA is committed to providing a safe and supportive environment for everyone involved. Any form of discrimination, harassment, or bullying—whether based on race, gender, disability, sexual orientation, or any other protected characteristic—will not be tolerated.
- Clear reporting mechanisms will be put in place, and any complaints will be addressed promptly and fairly.

11. Inclusion in Practice

- **Accessibility:** We will take steps to ensure that our football facilities and events are accessible to people with disabilities, including physical access and tailored support where necessary.
- **Gender Inclusivity:** We are committed to providing opportunities for all genders to participate in football. This includes encouraging female participation, as well as ensuring that non-binary and transgender individuals feel supported.
- **Cultural Sensitivity:** We will work to ensure that all activities are culturally sensitive and that players from diverse cultural backgrounds feel welcomed and understood.

12. Monitoring and Evaluation

- CVSFA will regularly monitor the implementation of this policy, including:
 - Gathering feedback from players, coaches, volunteers, and staff on their experiences related to equality, diversity, and inclusion.
 - Reviewing participation data to identify any groups that may be underrepresented and take steps to address this.
- The policy will be reviewed annually to ensure its continued relevance and effectiveness.

13. Communication and Awareness

- This policy will be made available to all players, staff, volunteers, and stakeholders through the CVSFA website, printed materials, and at relevant meetings.
- We will regularly communicate the importance of equality, diversity, and inclusion to everyone involved with CVSFA through campaigns, newsletters, and social media.

14. Contact Information

For any questions or concerns regarding this policy, please contact:

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