



LIVERPOOL HOMELESS FOOTBALL CLUB

7 – Equality, Diversity & Inclusion Policy

Version: 1.0 Date Adopted: 01.06.2026 Review Date: 01.06.2027

1. Policy Statement

Liverpool Homeless Football Club (LHFC) is committed to promoting equality, diversity, and inclusion in all aspects of our work.

We believe football should be accessible to everyone, regardless of background or circumstance. We actively oppose all forms of discrimination and aim to create a safe, welcoming, and inclusive environment for all participants.

This policy aligns with the principles of:

- The Football Association (The FA) Equality Framework
- FIFA's anti-discrimination and human rights principles
- The Equality Act 2010 (UK legislation)

2. Scope

This policy applies to:

- Trustees/ board Members
- Staff and coaches
- Volunteers
- Participants and players
- Visiting teams and spectators
- Partner organisations

Across all LHFC activities:

- Drop-in football sessions
- Outreach programmes
- Tournaments and events

3. Our Commitment

LHFC is committed to:

- Promoting equality of opportunity
- Eliminating discrimination
- Encouraging diversity and inclusion
- Creating a safe environment free from harassment or abuse
- Ensuring fair access to participation

We recognise and value differences including (but not limited to):

- Age

- Disability
- Gender identity and gender reassignment
- Pregnancy and maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background
- Homelessness or housing status

4. Legal and Governing Body Framework

This policy is guided by:

- **Equality Act 2010** (UK law)
- **The FA Equality Policy & Grassroots Code of Conduct**
- **FIFA Statutes (Article 3 – Non-discrimination and respect for human rights)**
- **FA Respect Programme principles**

Discrimination of any kind is unacceptable and may result in disciplinary action.

5. Forms of Discrimination

Discrimination can include:

5.1 Direct Discrimination

Treating someone less favourably because of a protected characteristic.

5.2 Indirect Discrimination

Policies or practices that disadvantage certain groups.

5.3 Harassment

Unwanted behaviour that violates dignity or creates an intimidating environment.

5.4 Victimisation

Treating someone unfairly because they have made or supported a complaint.

6. Responsibilities

6.1 Trustees/ Board Members

- Ensure compliance with equality legislation
- Promote inclusive culture across LHFC
- Address serious breaches

6.2 Staff & Volunteers

Must:

- Treat all participants fairly and with respect
- Challenge discriminatory behaviour appropriately
- Promote inclusion in all sessions
- Report incidents immediately

6.3 Participants & Teams

Must:

- Respect others regardless of background
- Avoid discriminatory language or behaviour
- Follow LHFC codes of conduct
- Support an inclusive environment

7. Reporting Discrimination

If discrimination is witnessed or reported:

Staff must:

1. Ensure immediate safety
2. Address behaviour if safe to do so
3. Report to LHFC lead or safeguarding officer
4. Record the incident

Serious cases may be escalated to:

- The FA (via County FA disciplinary channels)
- Police (if criminal behaviour occurs)

8. Sanctions and Consequences

LHFC will take action against discriminatory behaviour, which may include:

- Verbal or written warnings
- Removal from sessions or events
- Suspension or banning from LHFC activities
- Reporting to governing bodies (e.g. County FA)
- Police involvement where necessary

Zero tolerance applies to discrimination.

9. Inclusion in Practice

LHFC will actively promote inclusion by:

- Providing open access to football sessions
- Adapting activities where needed
- Encouraging participation from underrepresented groups
- Ensuring respectful and inclusive language
- Supporting individuals facing barriers to participation

10. Accessibility & Reasonable Adjustments

Where needed, LHFC will make reasonable adjustments to support participation, including:

- Adapting coaching methods
- Supporting disability access needs
- Adjusting communication formats
- Creating safe and inclusive environments

11. Education & Awareness

LHFC will:

- Promote equality awareness among staff and volunteers
- Encourage positive behaviour through codes of conduct
- Support ongoing learning and inclusive practice

12. Monitoring & Review

This policy will be:

- Reviewed annually
- Updated in line with FA guidance or legislation changes
- Approved by LHFC trustees

13. Key Principles Summary

LHFC believes:

- Football is for everyone
- Diversity strengthens our community
- Discrimination has no place in our club
- Respect is non-negotiable

14. Key Contacts

- Safeguarding Lead: Team & Operations Manager - 07456583035
- Emergency Services: 999
- The FA / County FA reporting channels (if required)