



NC United FC Equality, Diversity & Inclusion Policy

Document Creation Date: 18/12/2025 – V1.0

1. Policy Statement

NC United Football Club is committed to promoting equality, diversity, and inclusion and to creating an environment where everyone involved in football feels welcome, respected, and valued.

The Club recognises that football should be enjoyed by all and is committed to ensuring that no individual is treated less favourably or excluded due to discrimination, harassment, or victimisation.

The welfare of children and young people remains paramount.

2. Scope

This policy applies to everyone involved with NC United FC, including:

- Players
- Parents and carers
- Coaches, volunteers, and team officials
- Club committee members
- Spectators and visitors

It applies during:

- Training sessions
- Matches
- Tournaments
- Club-organised events
- Online and digital environments connected to the Club

3. Legal Framework

This policy is underpinned by:

- The Equality Act 2010
- The FA Equality Policy
- The FA Respect Programme

4. Protected Characteristics

NC United FC recognises and protects individuals against discrimination on the basis of the following protected characteristics under the Equality Act 2010:

- Age





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- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination, harassment, or victimisation relating to any protected characteristic will not be tolerated.

5. Commitment to Inclusion

NC United FC is committed to:

- Treating everyone with dignity and respect
- Promoting inclusive behaviour on and off the pitch
- Challenging discriminatory language, behaviour, or attitudes
- Encouraging participation from all sections of the community

The Club operates a zero-tolerance approach to discrimination in any form.

6. Reasonable Adjustments

NC United FC recognises its responsibility to make reasonable adjustments to support individuals with:

- Disabilities
- Medical conditions
- Additional support needs

Where possible, the Club will work with parents, carers, and individuals to ensure reasonable steps are taken to enable participation in football activity safely and appropriately.

7. Roles and Responsibilities

Coaches and Volunteers

Coaches and volunteers:





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- Must promote equality and inclusion
- Must challenge discriminatory behaviour
- Must follow FA Codes of Conduct and Club policies
- Must report concerns promptly

Parents, Carers and Spectators

Parents, carers, and spectators are expected to:

- Support the Club's commitment to equality and inclusion
- Promote respectful behaviour
- Refrain from discriminatory language or conduct

Players

Players are expected to:

- Treat others fairly and respectfully
- Support teammates and inclusion
- Report concerns to a trusted adult

8. Reporting Concerns

Concerns relating to equality, diversity, or discrimination should be reported without delay.

- Safeguarding-related concerns should be reported to the Club Welfare Officers in line with the Safeguarding Children Policy
- Behaviour or conduct concerns should be raised in line with the Complaints & Disciplinary Policy

Concerns may be escalated to the County FA where appropriate.

9. Breaches of Policy

Any breach of this policy may result in:

- Informal or formal action
- Disciplinary measures in line with Club procedures
- Referral to the County FA

All actions will be proportionate, fair, and focused on education, inclusion, and safeguarding.





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10. Confidentiality

All concerns will be handled sensitively and confidentially. Information will only be shared on a need-to-know basis to protect those involved.

NC United FC Commitment

NC United FC is committed to creating a football environment where diversity is valued, inclusion is embedded, and everyone has the opportunity to enjoy and participate in the game free from discrimination.

Updated: 18/12/2025

Review Date: 18/12/2026

Approved by: NC United Committee

