

WINCHESTER WALKING FOOTBALL CLUB

EQUAL OPPORTUNITIES POLICY

Policy Owner: Winchester Walking Football Club

Policy approved by: Main Committee

Date Policy approved: February 2025

Next review Date: February 2027

Signed by

PURPOSE

Winchester Walking Football Club (hereinafter referred to as WWFC) is committed to eliminating discrimination or harassment in the Club based on personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political associations or beliefs.

POLICY STATEMENT

WWFC supports equal opportunity as applied to membership, coaching, committee appointments and player selection and will make decisions based on a person's skills with disregard to personal characteristics including race, gender, marital/parental status, physical or intellectual impairment, same sex preference, age, or political affiliation or beliefs. The exception to this statement exists where a rule or bi-law has been established by the Club, Association or National Body that prohibits participation of an individual in a particular competition because of safety or maturation considerations.

All members of the Club are expected to treat all people with respect and not to discriminate directly or indirectly against people based on personal characteristics including those listed. Any person engaging in behaviour deemed as racially vilifying, homophobic, or discriminatory will encounter disciplinary action as contained in the WWFC Constitution and Code of Conduct.

PROCEDURES

Grievances and complaints as defined in this policy and the WWFC Constitution and its Code of Conduct shall be reported to the Committee member responsible for Health and Safety issues and carried forward to the Main Committee to be recorded and dealt with in accordance with the disciplinary actions contained in said WWFC Constitution and WWFC Code of Conduct

SCOPE

This Equality policy and associated procedures apply to all individuals involved in WWFC and to all concerns about respect for and equality of individuals whilst taking part in our club, its activities and in the wider community.

IMPLEMENTATION

WWFC is committed to developing and maintaining its capability to implement this policy and procedures. In order to do so there will be a line of accountability within WWFC for the safety and welfare of, and respect for, all adults, this being through the main committee via the committee member responsible for Health and Safety.

Appendix

Relevant club documentation

CONSTITUTION:

6. RULES AND REGULATIONS

The members of The Club shall so exercise their rights, powers and duties and shall, where appropriate, use their best endeavours to ensure that others conduct themselves so that the business and affairs of The Club are carried out in accordance with the Constitution of the Winchester Walking Football Club and the rules of Walking Football Competitions in which The Club participates, for the time being in force.

10 CLUB COMMITTEE

(f) The Club Committee shall have the power to decide all questions and disputes arising in respect of any issue concerning The Club Constitution and Rules.

Appendix (i)

CODE OF CONDUCT

Introduction

Walking football is designed to help adults maintain an active lifestyle, as well as getting those back playing football who had to stop due to injuries. As the name suggests, walking football is football at walking pace and anyone that sprints, runs or jogs while the ball is in play will be penalised with a free-kick awarded to the other team. Despite this, the game is still competitive and play can be extremely tactical, favouring those players who take their time and read the pitch around them.

Medical disclaimer

Each participant acknowledges that there are risks associated with their participation in any walking football session, as with any game of football, including increased heart stress and the chance of musculoskeletal injuries. Through participation in the organised session you confirm that, to your knowledge, you have no physical conditions, ailments or disability that would preclude your participation in such activities. A physician's examination is recommended for any participant who has any exercise restrictions, prior to participating

Participant obligations

- Pay your match fee prior to each session
- Adhere to the rules of the game
- Display/promote high standards of positive behaviour
- Always respect the decision of the referee/coach and fellow players
- Never engage in offensive, insulting or abusive language or behaviour
- Avoid bullying, intimidating and poor behaviour

Termination

We reserve the right, at our sole discretion, to refuse a participant entry to a walking football session in the following circumstances:

- You breach the terms or any other requirements set out on the **Participant obligations** in any manner and at any time
- You are suspended or barred (on an interim or permanent basis) from any football activity pursuant to the rules and regulations of The FA, including, but not limited to, The Football Association's Safeguarding Children Regulations, The Football Association's Safeguarding Vulnerable Adults Policy and The Football Association's Equality Policy
- You act in any manner which brings The Club, or the game of football, into disrepute