



ANTI-DISCRIMINATION POLICY FOR FOOTBALL 2020 - 21

1. As the governing body of the national game, The Football Association (The FA) is responsible for setting standards and values to apply throughout the game at every level. Football belongs to and should be enjoyed by, everyone equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.
2. The FA is an equal opportunities employer. We are committed to equality of opportunity within our own organisation and to encouraging similar commitment from every organisation or individual acting within the game.
3. Equality of opportunity at The FA means that in all our activities we will not discriminate, or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement of jobs
 - The selection of candidates for employment or promotion
 - Job location or working environment
 - Pay and employment terms and conditions
 - Internal training and development activities
 - External coaching and education activities and awards
 - Football development activities
 - Selection for representative teams
 - Appointments to honorary positions
4. AFC Aldermaston will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate disciplinary action in whatever context it occurs.
 5. AFC Aldermaston is committed to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination within its own organisation and in the wider context, within football as a whole.

RACISM

If you receive racist abuse, or see or hear someone making racist comments or gestures, you should report it – to a steward or the police; to a teacher or coach; to the club if you are a fan; or to the local authority if it occurs on your local council pitch.

Racist abuse at football matches is against the law, so the police and stewards should take action. Referees should act if the abuse comes from players, and your league or county FA should look into the matter. Make note of the incident and let Kick It Out know what's happened too.

The Kick It Out Hotline Number is: 0800 169 9414.

AFC Aldermaston Welfare officer: Sam Ford safeguardingofficer@afcaldermaston.co.uk

Find out more – there's lots of information around about racism in football and the history of black footballers. Perhaps you could write an article for your school magazine, suggest a project to your history or citizenship teacher, or even create a play about the experiences of some black players.

You could find out about black players from your local area, and learn what their experiences were like, even those who didn't make it to the top. Who knows, you may uncover a forgotten star!

Perhaps it could be an ICT project – there are lots you can uncover using the Internet. You could start with the Kick It Out website – www.kickitout.org.

Why not visit your local club and check out what it is doing to tackle racism. You could even make a few suggestions?