

Downshire YM Football Club

Equality, Diversity & Inclusion Policy

1. Introduction & Purpose

Downshire YM Football Club is committed to creating an inclusive environment where everyone is treated with dignity and respect. This plan outlines our approach to promoting equality, preventing discrimination, and valuing diversity in all aspects of our work.

2. Our Equality Statement

We will:

- Treat all individuals fairly, with respect and without bias.
- Promote equal opportunities in recruitment, training, and selection
- Foster a culture where diversity is celebrated and inclusion is the norm.

3. Legal & Policy Framework

This plan aligns with:

- The Equality Act 2010 (and relevant Northern Ireland equality legislation).
- Our internal policies on anti-discrimination, harassment, and safeguarding.

4. Objectives & Actions

Objective	Action	Responsibility	Measure of Success
Increase diversity in membership	Recruitment of players and voluntary coaching staff	Club Committee and team Managers	Increase in membership from underrepresented groups
Improve accessibility	Audit premises and digital platforms	Facilities & IT	100% compliance with accessibility standards
Promote inclusive culture	Deliver regular EDI training	Learning & Development	90% staff completion rate

5. Monitoring & Review

- Progress will be reviewed quarterly by the Club Committee.
- Annual reports will be shared with members and stakeholders.

- Feedback will be gathered through surveys and focus groups.

6. Accountability

All staff, managers, and leaders share responsibility for upholding this plan. Senior leadership will ensure resources and support are in place to achieve our objectives.

7. Contact

For questions or suggestions about this plan, contact:

Club Secretary, Downshire YM FC

Approved by

Chairman *Alan Crossley* Date 17th 2 - 26.

^{Asst} Secretary *Ned Dyh* Date 17 | 2 | 26