



The Kick It Out Equality Charter is an opportunity for clubs at a grassroots level to show their commitment to creating a more inclusive game.

In signing up to the charter, clubs make a promise to promote equality and take active steps to tackle discrimination.

In return, Kick It Out will support clubs with their continuous equality development in addition to access to a range of discounts on Kick It Out merchandise.

Eligibility Criteria

To be eligible in becoming a Kick It Out Equality chartered club the following must be completed:

1. Signed and returned Equality Charter
2. Equality/Inclusion lead appointed at your club
3. Equality lead to attend initial Kick It Out workshop (additional attendees are voluntary and optional) **Please note if your club has already attended this workshop, you do not need to attend a 2nd time**
4. Club equality policy made available to the public

EQUALITY CHARTER

We adhere to the following equality, inclusion and discrimination guidelines set out by Kick It Out. We are committed to ensuring a safe environment for all participants by applying equality, diversity and inclusion in our day to day operations.

We will promote awareness of the benefits of equality, inclusion and diversity with a clear understanding that football belongs to and should be enjoyed by anyone who wants to participate in it.

In activities we will not discriminate or treat anyone less favourably on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race nationality, ethnic origin, colour, religion/belief, ability or disability. We will not tolerate harassment, bullying, abuse or victimisation of any kind and will assure the correct reporting procedures are actioned if any of the mentioned does occur under our supervision. We are committed to taking action where inequalities exist.

We will take a stance assuring good practice is encouraged internally and to our sponsors, partners and the wider community.

As part of our commitment to the eradication of discrimination in football and the promotion of equality, inclusion and diversity, a minimum of one member of our board and/or coaching staff will be fully educated on the procedures around reporting incidents of discrimination – including through the appointed officials, our county FA, the Kick It Out website and app.

As a club we will assure we:

- Appoint an equality lead who will be responsible for staying up to date with methods of reporting, diversity and inclusion and regulations, and assuring all incidents regarding discrimination are handled amicably.
- Ensure the equality lead attends an initial training workshop delivered by Kick It Out
- Encourage all our club members to take a pro-active stance in the fight against discrimination.
- Take all reports of discrimination seriously and alert the appropriate organisation(s) immediately.
- Have clear and precise instructions via all our outlets on ways to report discrimination

Name of Club: York RI AFC

Local County FA: North Riding FA

Signed: K M Richardson

Name of Signee: Kat Richardson

Role at the club: Chair