



FUTURE SUCCESS SPORTS Equality, Diversity & Inclusion Policy

Introduction

Future Success Sports is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that everyone, regardless of background, should have equal access to opportunities and be treated fairly and with respect.

Key Principles

- No discrimination on the grounds of age, disability, gender, race, religion, sexual orientation, or socio-economic background.
- Commitment to fostering an inclusive environment in all activities and services.
- Fair and transparent recruitment, training, and development opportunities for staff and participants.
- Compliance with the Equality Act 2010 and FA guidelines, including the Football Leadership Diversity Code.
- Commitment to reporting discriminatory incidents to The FA where applicable, as well as notifying any relevant safeguarding authorities or governing bodies where necessary.
- Accessibility considerations for disabled participants and reasonable adjustments where needed.
- Ensuring all stakeholders understand and adhere to this policy through clear communication, training, and accessible documentation of expectations and responsibilities.
- Reference to The FA's Equality, Diversity, and Inclusion (EDI) guidance, ensuring staff remain updated.
- Clear procedures for handling discrimination complaints, including an escalation process in accordance with FA EDI guidelines.

Implementation

- Regular staff training on equality and inclusion.
- Clear reporting procedures for discrimination complaints, including an escalation process.
- Ongoing review and monitoring of policies to ensure compliance.
- FA EDI training to be undertaken by all staff.

Review and Updates:

This policy will be reviewed annually by the company directors to ensure compliance with UK regulations and FA guidelines. The review process will include assessing updates to relevant legislation, FA policies, and best practices, as well as feedback from staff and stakeholders.

This policy is effective as of 27th January 2025.

