



SOUTHEND INVICTUS INCLUSION AND EQUALITY POLICY AND WELFARE POLICY

We believe football should be accessible to everyone regardless of:

- Disability
- Age
- Race
- Religion or belief
- Sex
- Gender reassignment
- Sexual orientation
- Marriage or civil partnership status
- Pregnancy or maternity status
- Socio-economic background

The club is committed to complying with the Equality Act 2010 and FA Equality Policies.

Discrimination of any kind will not be tolerated.

We are committed to creating an environment where everyone feels:

- Safe
- Respected
- Supported
- Included
- Able to enjoy football free from fear or prejudice

Commitment to Inclusion

The club will:

- Create an environment where all individuals feel valued and respected.
- Make reasonable adjustments wherever possible.
- Promote participation for people with disabilities and additional needs.
- Remove unnecessary barriers to participation.
- Encourage diversity across players, volunteers and committee members.

Reasonable Adjustments

Where appropriate, the club will consider:

- Adapted coaching methods.
- Alternative communication methods.
- Accessible facilities.
- Additional support arrangements.
- Flexible participation opportunities.

All reasonable adjustments will be considered on an individual basis.

Prohibited Conduct

The following behaviours are prohibited:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Disability-related bullying
- Hate incidents
- Offensive language

Any individual engaging in such conduct may face disciplinary action, suspension or removal from the club.

Responsibilities

All members must:

- Treat others with respect.
- Promote an inclusive culture.
- Report discriminatory behaviour.
- Support reasonable adjustments where appropriate.

Equality Complaints

Complaints relating to equality or discrimination will be:

- Investigated promptly.
- Recorded appropriately.
- Handled fairly and confidentially.
- Escalated to the County FA where necessary.

Welfare Principles

The club will:

- Put people before performance.
- Encourage positive experiences.
- Support mental wellbeing.
- Promote healthy relationships.
- Foster independence and confidence.
- Listen to participant voices.

Medical and Welfare Information

The club will maintain:

- Emergency contact details.
- Medical information where provided.
- Individual support requirements where disclosed.

Information will be stored securely and accessed only when necessary.

Mental Health and Wellbeing

The club recognises that mental wellbeing is as important as physical health.

We have two qualified mental health first aiders, Vicky and Lee.

The club will:

- Encourage respectful communication.
- Respond appropriately to wellbeing concerns.
- Promote positive behaviour.
- Signpost support services where appropriate.

Welfare Concerns

The following must be reported to the Welfare Officer:

- Significant changes in behaviour.
- Bullying concerns.
- Self-harm concerns.
- Abuse concerns.
- Excessive distress or anxiety.
- Any safeguarding concern involving a participant.

Transport, Supervision and Trips

The club shall ensure that:

- Appropriate supervision levels are maintained.
- Parents/carers understand arrangements for children.
- Risk assessments are completed where necessary.
- Welfare needs are considered for all participants.

Zero-Tolerance Statement

The club operates a zero-tolerance approach towards:

- Abuse
- Bullying
- Harassment
- Discrimination
- Hate incidents
- Intimidation
- Victimisation

Any individual whose behaviour places the welfare of others at risk may be suspended or removed from club activities pending investigation.