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# **XLFC Weight-loss Football.**

## **Equality Policy [Updated: 03.01.2025]**

### **Introduction.**

XLFC is committed to promoting equality and diversity in all its activities. We believe that everyone has the right to be treated with dignity and respect, regardless of their background or personal circumstances. Our policy is designed to ensure that every member, participant, and visitor to our club is given equal opportunities and is free from discrimination, harassment, or any form of unfair treatment.

### **Scope.**

This policy applies to all members, players, coaches, staff, volunteers, spectators, and anyone associated with XLFC.

### **Our Commitment to Equality.**

- To promote equality of opportunity within all of our regional clubs.
- To eliminate discrimination on the grounds of race, gender, disability, age, sexual orientation, religion, or any other protected characteristic.
- To foster a culture of inclusion and respect where differences are valued.
- To ensure that our policies and practices are fair, transparent, and actively promote equality.

# Legal Framework.

XLFC adheres to all relevant equality legislation, including but not limited to:

- The Equality Act 2010.
- The Human Rights Act 1998.
- Relevant football governing body regulations and guidelines.

# Responsibilities.

- **Club Committees and Leadership:** Responsible for implementing this policy and ensuring that equality is promoted in all aspects of each XLFC club's activities.
- **Coaches and Staff:** Must model inclusive behavior and ensure that training and activities are accessible to all. Expected to uphold the values of equality and respect in their interactions within the club.
- **Members and Participants:** Expected to uphold the values of equality and respect in their interactions within the club.

# Actions.

- **Training:** Providing regular equality and diversity training for all staff and volunteers.
- **Communication:** Ensuring that the equality policy is communicated effectively to all members and stakeholders.
- **Access:** Making reasonable adjustments to facilities and activities to ensure they are accessible to everyone.
- **Reporting and Monitoring:** Establishing a clear process for reporting and addressing incidents of discrimination or harassment. Regularly reviewing practices to ensure compliance with equality objectives.

# Reporting and Complaints.

XLFC takes all complaints of discrimination and harassment seriously. Any individual who believes they have been treated unfairly or discriminated against should report the incident to the XLFC Equality Lead via email in the first instance to: [info@xlfc.uk](mailto:info@xlfc.uk) or report their concerns to a committee member of the club to which they belong.

# Monitoring and Review.

This policy will be monitored regularly and reviewed annually by the committee to ensure it remains effective and up-to-date with current legislation and best practices.

## Conclusion.

XLFC is dedicated to creating a welcoming and inclusive environment where everyone can enjoy and participate in football. We strive to ensure that all of our regional clubs reflect the diversity of the community we serve and that all individuals are treated with fairness and respect.

By adhering to this Equality Policy, you contribute to the positive, supportive, and respectful environment that makes XLFC Weight-loss Football a great place to achieve your fitness goals through a shared love of “the beautiful game”. Thank you for your commitment and cooperation. We look forward to seeing you on the pitch soon!

**Contact Information:** For further information or to report a concern, please contact XLFC directly via email: [info@xlfc.uk](mailto:info@xlfc.uk)

Sincerely,



**Tom Giles**

**Chief Operating Officer & ED&I Lead – XLFC Weight-loss Football [XLFC Ltd.]**

**Approved by the XLFC Ltd. Board of Directors: 03.01.2025**



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