



Bluebirds United Football Club

Access and Equity Policy

1. PURPOSE

The purpose of this Access and Equity Policy is to establish guidelines of Bluebirds United Football Club ("the Club") that it operates in a manner that promotes access, inclusion, and equity for all members, participants, and the broader community. The policy outlines the Club's commitment to eliminating barriers and providing equal opportunities, regardless of race, gender, age, ability, socio-economic status, sexual orientation, or any other characteristic.

2. SCOPE

This policy applies to:

- All members, players, coaches, volunteers, and officials associated with the Club.
- All activities, events, and programs conducted by or in association with the Club.
- All facilities owned, operated, or utilized by the Club.

3. POLICY STATEMENT

Bluebirds United Football Club is committed to fostering an inclusive and welcoming environment that enables everyone to participate fully in all aspects of the Club's activities. The Club values diversity and actively works to remove barriers that prevent equitable access to its programs, facilities, and services.

4. PRINCIPLES

The following principles underpin the Access and Equity Policy:

- **Inclusion:** The Club will create an environment where everyone feels welcome and included.
- **Non-Discrimination:** The Club will not tolerate discrimination based on race, ethnicity, gender, sexual orientation, age, disability, religion, or socio-economic status.
- **Equal Opportunity:** The Club will ensure that all members and participants have equal access to opportunities, including playing, coaching, officiating, and volunteering roles.
- **Participation:** The Club encourages participation from all community members, particularly those who are underrepresented or face barriers to involvement.
- **Cultural Competence:** The Club will educate its members and staff on cultural awareness and the importance of respecting diverse backgrounds.



5. PROCEDURE

5.1 Membership and Participation

- **Open Membership:** Membership to the Club is open to everyone in the community, with proactive efforts to reach out to underrepresented groups.
- **Fee Assistance:** The Club will offer financial assistance or flexible payment options to ensure that fees do not become a barrier to participation.
- **Flexible Programs:** Programs will be designed to accommodate different skill levels, age groups, and abilities, ensuring that everyone can find a way to participate.

5.2 Facilities and Environment

- **Accessible Facilities:** The Club will ensure that all facilities are accessible to people with disabilities, including the provision of ramps, accessible restrooms, and other necessary modifications.
- **Safe Environment:** The Club will maintain a safe environment, free from harassment and bullying. Clear reporting mechanisms will be in place for any incidents.

5.3 Education and Training

- **Cultural Awareness Training:** All staff, volunteers, and members will undergo regular cultural awareness training to promote understanding and respect for diversity.
- **Anti-Discrimination Training:** Training on anti-discrimination laws and policies will be mandatory for all coaches, officials, and staff.
- **Equity Workshops:** The Club will host workshops on equity in sports to raise awareness among members and the community.

5.4 Communication and Outreach

- **Inclusive Communication:** The Club will ensure that all communications are inclusive and accessible, using plain language and considering different languages and formats where necessary.
- **Community Engagement:** The Club will actively engage with local community groups, particularly those representing marginalized populations, to encourage participation and receive feedback.
- **Promotion of Diversity:** The Club will celebrate cultural diversity through events, stories, and profiles of diverse members in its publications and online platforms.

5.5 Monitoring and Evaluation

- **Data Collection:** The Club will collect and analyse data on the demographics of its members and participants to monitor the effectiveness of this policy and identify areas for improvement.



- **Feedback Mechanisms:** The Club will establish clear feedback channels for members to express concerns or suggestions regarding access and equity.
- **Regular Review:** This policy will be reviewed annually by the BUFC Board to ensure its continued relevance and effectiveness, with adjustments made as necessary based on feedback and changing community needs.

5.6 Responsibilities

- **Executive Committee:** Responsible for overseeing the implementation and monitoring of this policy.
- **Coaches and Officials:** Responsible for promoting inclusive practices in all Club activities.
- **Members and Volunteers:** Expected to adhere to the principles of this policy and actively contribute to an inclusive environment.

6. REPORTING AND ACCOUNTABILITY

- **Incident Reporting:** Any breaches of this policy should be reported to the Club's designated Equality Officer or through the official complaint mechanism.
- **Response to Breaches:** Bluebirds Executive members will take immediate and appropriate action in response to any breaches of this policy, which may include education, mediation, or disciplinary measures.
- **Accountability:** The Club will be transparent in its handling of any issues related to access and equity, with regular reporting to members on progress and challenges.

7. CONCLUSION

Bluebirds United Football Club is dedicated to ensuring that every individual has the opportunity to participate fully and equitably in all aspects of the Club's activities. Through the implementation of this policy, Bluebirds United FC aims to set a standard of excellence in promoting access and equity in community sports.

8. POLICY REVIEW

This Access and Equity Policy shall be reviewed as part of the Club's three-year review cycle by the Executive Committee to ensure its continued relevance and effectiveness. Any amendments must be approved by the Executive Committee and communicated to all relevant parties.

9. APPROVAL AND ADOPTION

This policy was approved by the Executive Committee of Bluebirds United Football Club on 4th September 2024 and is effective immediately.

10. DOCUMENT HISTORY

Rev Number	Date	Author	Approver
000	16/08/2024	G.Freier	R.Ferguson

