



Bluebirds United Football Club

Women and Girls Access and Equality Policy

1. PURPOSE

The purpose of this policy is to create an inclusive environment within the football club that encourages and supports the participation of women and girls in football, both as players and in other roles such as coaching, officiating, and administration. The club recognizes the importance of gender diversity and is committed to breaking down barriers that may prevent women and girls from engaging with the sport.

2. SCOPE

This policy applies to all members of the football club, including players, coaches, staff, volunteers, and committee members. It covers all activities and programs organized by the club.

3. POLICY STATEMENTS

The Committee of Management will ensure that:

- Programs and initiatives are developed and implemented to boost the involvement of women and girls in football at all levels within the club.
- A welcoming and supportive environment is created for women and girls.
- Equal opportunities for training, development, and advancement in football are provided.
- Awareness is raised and education is provided to members about gender inclusivity in sports.
- Female role models are promoted both within the club and the broader community.

4. PROCEDURES

Bluebirds United Football Club will abide by the standard procedures listed below.

4.1 Recruitment and Promotion

- Marketing and Outreach:
 - a) Develop targeted marketing campaigns aimed at women and girls, showcasing the benefits of football and the opportunities available within the club.
 - b) Engage with local schools, community centres, and women's groups to promote the club's programs.



- c) Use social media, club website, and local media to highlight the achievements of female players and teams.
- Open Days and Taster Sessions:
 - a) Organize regular open days and taster sessions specifically designed for women and girls, providing a friendly and supportive introduction to the sport.
 - b) Ensure these events are widely advertised and accessible to all.

4.2 Training and Development

- Coaching Programs:
 - a) Offer coaching programs tailored to women and girls, with sessions led by experienced coaches who are trained in gender-sensitive coaching practices.
 - b) Provide opportunities for female players to progress into coaching roles, offering mentorship and training to support their development.
- Skill Development:
 - a) Create development pathways for female players, offering structured trainings sessions that cater to different skill levels.
 - b) Encourage female participation in mixed-gender training sessions to foster inclusivity.

4.3 Support and Mentorship

- Mentorship Programs:
 - a) Establish mentorship programs pairing experienced female players and coaches with newcomers to provide guidance, support, and encouragement.

4.4 Health and Wellbeing:

- Ensure that the club provides resources and support for the physical and mental wellbeing of female players, including access to sports psychologists, nutritionists, and fitness trainers.

4.5 Creating an Inclusive Environment

- Safe Spaces:
 - a) Ensure that the club facilities provide safe and welcoming spaces for women and girls, including gender-appropriate changing rooms and restrooms.
 - b) Implement clear policies to prevent and address any form of harassment or discrimination within the club.

4.6 Diversity and Inclusion Training

- a) Conduct regular communication for all club members on the importance of diversity and inclusion, with a focus on gender inclusivity.
- b) Encourage male members to become allies and supporters of women and girls in football.

4.7 Monitoring and Evaluation

- Participation Metrics:
 - a) Track the number of women and girls participating in the club's activities and programs, setting clear targets for growth.
 - b) Regularly review participation data to identify trends and areas for improvement.
- Feedback Mechanisms:
 - a) Implement channels for women and girls to provide feedback on their experiences within the club.
 - b) Conduct regular surveys to gauge the satisfaction and needs of female members.
- Review and Reporting:
 - a) Regularly review the effectiveness of this policy and its associated procedures, making adjustments as necessary.
 - b) Report on the progress of gender inclusivity initiatives to the club's leadership and members.

5. ROLES AND RESPONSIBILITIES

- Club Leadership:
 - a) Ensure the policy is implemented and supported at all levels of the club.
 - b) Allocate resources to support the initiatives outlined in this policy.
- Coaches and Staff:
 - a) Promote a culture of inclusivity and support for women and girls in all club activities.
 - b) Participate in training related to gender inclusivity.
- Members:
 - a) Respect and support the participation of women and girls in football.
 - b) Engage positively with initiatives aimed at promoting gender inclusivity.



6. CONCLUSION

The football club is committed to fostering a welcoming and inclusive environment that encourages the participation of women and girls in all aspects of the sport and within the club. By implementing this policy, the club aims to break down barriers, provide opportunities, and ensure that everyone can enjoy the benefits of football.

7. POLICY REVIEW

This Access Equality 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.

8. APPROVAL AND ADOPTION

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

9. DOCUMENT HISTORY

Rev Number	Date	Author	Approver
000	28/08/2024	G.Freier	K.Maitand