



Parkwood Rangers FC

Football Leadership Diversity Code



Est. 1997

Parkwood Rangers committee are committed to be a leading football club in Diversity, ensuring that we promote and deliver the highest standards across our club, including:

- 1. CLUB COMMITTEE:** We commit that our club's committee should reflect the diversity of our local community. We will achieve this by:
 - Ensuring that our leadership reflects the local population in terms of gender, ethnicity, disability and all other historically underrepresented communities.
 - Ensuring equality of opportunity for all.
 - Carrying out selection based on merit, whilst seeking to source volunteers from a diverse pool of talent.
 - Holding elections every year at our annual general meeting.
- 2. COACHING & SELECTION:** We commit to ensuring diversity within our volunteer coaching workforce. We will achieve this by:
 - Supporting individuals from all historically underrepresented groups and across age groups to become the next generation of coaches.
 - Selecting coaches openly and encouraging people from a diverse range of backgrounds to coach within the club.
 - Run regular coach training.
 - Monitoring the diversity of our coaches and register them on the WGS.
- 3. CULTURE:** We commit to continuing to strive for the most inclusive club culture. We will achieve this by:
 - Having a 'Club Equality Policy' which promotes equality, diversity and inclusion, adopted by all club members/players/officials as a condition of membership annually.
 - Ensuring all club officials attend The FA's training.
 - Signposting all members to The FA's equality, diversity and inclusion online training each season.
 - Ensuring that young people are involved meaningfully in our by our youth council.
 - Continually monitoring our club cultural progress through our own development plan.
 - Distributing information on how to report discrimination to all club members, this is done via our own policies and procedures and document control.
 - Acknowledging that in some instances, discriminatory abuse or behaviour may be a criminal offence. In these instances, we will be proactive and report this to the Police and relevant FA Body.
 - Reporting all incidences of discrimination immediately to our local County FA, keep a full record on a welfare log.
- 4. RAISING AWARENESS:** We commit to raising awareness on the topic of equality, diversity and inclusion. We will achieve this by:
 - Using the Parkwood Diversity Code, to raise awareness.
 - Making efforts to engage with local media and other local bodies to publicise our commitment to equality, diversity and inclusion to promote our support.
 - Supporting The FA and other anti-discrimination body campaigns.

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