

LANCASHIRE AND CHESHIRE AMATEUR FOOTBALL LEAGUE

Guide to Discrimination



8 April 2022

To all Participants in the Lancashire and Cheshire AFL - Club secretaries please forward to all club members.

The League hereby states the standards of behaviour that are expected with regard to anti-discrimination, and the consequences of non-compliance.

POLICY

THE FOOTBALL ASSOCIATION EQUALITY POLICY states that The Association is responsible for setting the standards and values to apply throughout football at every level.

Football is for everyone; it belongs to, and should be enjoyed by, anyone who wants to participate in it. The Association is committed to promote inclusion and anti-discrimination and will ensure that it provides access and encourages equal opportunities for all members of the community.

Everyone is to be treated fairly and with respect, and all Participants will adhere to the standards and requirements of the Equality Act 2010.

The Football Association is committed to confronting and eliminating discrimination, whether by age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity.

The Association will not tolerate harassment, including sexual harassment, bullying, abuse or victimisation of a Participant, whether physical or verbal.

The Association is committed to the immediate investigation of any allegation or concerns of discrimination and where such is found to be the case, The Association will require that the practice stop and will impose appropriate sanctions.

The Association is committed to raising awareness and educating, campaigning, achieving equality standards, widening diversity and representation, and promoting diverse role models.

REPORTING

It is the duty of referees to report all incidents of discrimination which they either become directly aware of or which are brought to their attention.

All participants or witnesses should report incidents, in the first instance to the referee, to ensure it goes in the referee's report. Otherwise in the first instance report via email or phone to Manchester FA -

<http://www.manchesterfa.com/about/contact>

The witness must be prepared to follow this up with written evidence and to attend any hearing which might result from an appeal.

ACTION

A misconduct which includes reference to any one or more of the following is considered to be an “aggravated” breach: ethnic origin, colour, race, nationality, faith, gender, sexual orientation, or disability.

All such misconduct reports are forwarded to central FA and if an appeal against the charge is received, it is central FA which appoints the commission to hear the appeal - they have a national panel of chairpersons, and the panel members also undergo specific training in discrimination matters.

CONSEQUENCES

The standard punishment for discrimination on one of the above grounds means a minimum of a 5-match suspension and a fine at our level of football for a first offence, plus invariably an education course. A second offence could mean a 10-match suspension and a much larger fine. Any further offence would lead to consideration of a permanent suspension from all football activity.

Finally, when the FA have made their decision, the league can take their own action, which as an ultimate sanction could result in a club being asked to leave the league.

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Safe Whistling Award

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