

Equality Policy

The purpose and scope of this policy statement

ESF Events strives to ensure that all individuals from different ethnicities, cultural backgrounds, sexual orientations or gender identity should never face barriers to participating in, and enjoying sport, everyone should have equal access to youth sport.

Aim:

At ESF we are committed to breaking down barriers not just for players, but also for ESF staff and volunteers, referees, coaches, and spectators.

ESF supports to:

- Identify boundaries within youth sport that prevent individuals from different ethnicities and LGBTQ individuals from engaging with the sport and ensure that every opportunity is given to enable members of gay, lesbian, bisexual and trans communities to participate and progress within their chosen area of participation in football.
- Combat all forms of racial, homophobic, bi-phobic and transphobic language and behaviour – whether by spectators, players, coaches or other participants.
- Encourage and support current and future generations of participants from all communities to join youth sport whether as players, match officials, supporters, coaches or administrators/volunteers.

At ESF we support the Kick It Out Campaign and will take the necessary action to kick any form of discrimination irrespective of Racism, Sexism, Homophobia or Transphobia out of youth sports.

Understanding the difference between sexuality and gender identity

It's important not to confuse sexuality and gender identity. People who are referred to as the sexuality or gender identity that doesn't belong to them can find it distressing and it can result in a feeling of being misunderstood or having their identity rejected.

Sexuality is a type of sexual orientation, such as gay, lesbian, bisexual. Sometimes people who are LGBTQ+ may also be trans, or may be gender fluid, but that's not always the case.

The term 'trans' describes people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. It doesn't always relate to their sexuality.

One's sexuality and gender identity is a truly individual concept and may differ from person to person, which is why communication with young people is so important.

If you're not sure, and a young person has already revealed their identity to you, it's sometimes advisable to simply ask, in an appropriate way and setting.

Correct use of pronouns

It's important to use the correct personal pronouns when talking to, or referencing, anyone. This ensures that you're creating an inclusive and welcoming environment in your organisation.

You can often identify someone's personal pronoun by listening to their language and how they reference themselves. Be led by the person, never assume their personal pronoun.

If you are unsure of the correct pronoun to use, it's an idea to use gender neutral terms such as they/them or just their name, until you are sure.

The procedure:

- Any concerns of a discriminatory nature need to be reported to a member of the ESF Events organising team.
- If the issue is one of poor practice ESF will either:
 - a. Deal with the matters itself or
 - b. Seek advice from ESF Designated Safeguarding Lead
- If the concern is more serious - they will contact the ESF Events Designated Safeguarding Lead first, then contact the relevant national sporting body and/or the Police.

When reporting an incident of social media discrimination, screenshots or links to the offending posts are recommended in order to assist in taking up the issue with the relevant social media platform or authority

WHO TO CONTACT:

- ESF Events Safeguarding phone line on 07856877139 (for the duration of the festival)
- The appropriate National Governing Body; The Football Association (FA), Scottish Youth Football Association (SYFA), England Netball, Rugby Football Union (RFU) or Rugby Football League (RFL).
- The Police or Children's Social Care
- If you've seen discrimination—don't turn away. Report it to; [@kickitout.org](https://www.kickitout.org) tel:02039678989
- NSPCC 24 hour Helpline 0808 800 5000 or text 88858 or email help@nspcc.org.uk
- Child Protection in Sport Unit via cpsu@nspcc.org.uk
- Butlin's or Haven Resort Safety team on Resort