



SHOW RACISM THE RED CARD 

CHALLENGING RACISM IN FOOTBALL

CLUB ACTION PLAN FOR
DIVERSITY AND INCLUSION



Club Action Plan for Equality & Inclusion



Football must be for all, regardless of nationality, skin color, ethnic origin or religion. This plan outlines actions that can be taken to promote equality & inclusion within the club.

EDUCATION

- Discuss the subject of diversity and anti-discrimination through educational sessions with players.
- Provide SRtRC toolkit & factsheets to all club members.
- Provide educational support to those who express racist attitudes / actions & encourage them to change their behaviour.
- Provide appropriate training and guidance to club officials on racism in order to spot early warning signs and allow early intervention.
- Provide appropriate training and guidance on equality & diversity to all club officials.

COMMUNICATION

- Promote a stance against racism on social media through anti-racism messages & images.
- Promote diversity through highlighting a variety of religious festivals on social media (See Calendar of religious festivals)
- Highlight the clubs stance on anti-racism & inclusion to all club officials & members.
- Provide all club members information about the clubs anti-racism Policy & code of conducts.
- Ensure that all club resources & literature reflects and affirm diversity of language, culture, religion and appearance.

CONTROL & SANCTIONS

- Appoint a lead person for equality (this could be the clubs safeguarding officer).
- Take appropriate action to investigate and respond to all alleged incidents of racism (See responding to & reporting factsheets).
- Provide opportunities to listen to & support those who are suspected to have suffered racism.
- Develop an internal log for all incidents of racism.
- Take appropriate disciplinary action if required for anyone that abuses the clubs policies & code of conducts, especially if education intervention fails.

REGULATIONS & POLICIES

- Ensure an anti-racism ethos is included in the clubs code of conducts, anti-bullying policies & equality statement.
- Develop an anti-racism policy & guidelines for reporting / responding to internal & external racist incidents inline with the clubs disciplinary procedures.

ENVIRONMENT

- Develop a welcoming open environment for all to reduce the available opportunities for racism and exclusion to take place.
- Provide a method to encourage anyone who may be suffering from racism to come forward and discuss his or her concerns.
- Put processes in place to cater for specific needs (such as cultural or religious) in all aspects of the club.

CAMPAIGNING

- Hold an annual campaign to highlight the clubs anti-racism stance such as taking part in the SRtRC Month of Action.

PARTNERSHIP

- Identify & establish links with local minority ethnic communities through schools, faith groups / places of worship & organisations.