



Great Britain Deaf Football (GBDF)

INCLUSION AND DIVERSITY POLICY

Last updated: February 2026

OVERVIEW

Great Britain Deaf Football recognises and welcomes our duties under the Race Relations (Amendment) Act 2000 and the Single Equality Act of 2003.

We are committed to:-

- Promoting equality of opportunity;
- Promoting good relations between different racial, cultural, religious or age groups;
- Challenging and eliminating all forms of unlawful discrimination;
- Celebrating the diverse nature of our organization and the wider society.

We are opposed to all forms of discrimination, including those forms directed against individuals or groups on the grounds of their colour, race, ethnicity, culture or national origins (including travellers, refugees and asylum seekers), sexual orientation, age, gender or disability.

We believe that the promotion of inclusion and equality necessarily involves the recognition of diversity.

SCOPE OF THE POLICY

This policy must apply to all aspects of our organisation. This includes the policy and practice in:

- Player progress, achievement and assessment;
- Management of behaviour, discipline and exclusions;
- Delivery of any rewards and fundraising activities;
- Coaching, selection and team management matters;
- Player development, support and welfare;



- Partnerships with parents and carers, families and guardians;
- Partnership and dealings with wider communities and organizations, including opposition and supporters;
- Staff recruitment, development and management;
- All aspects of organisational governance.

RESPONSIBILITIES

Management Team

Responsibility for this policy and its effective implementation rests with the management team of GBDF. The management team will:

- Appoint a responsible member for Inclusion and Diversity;
- Consult with staff and players;
- Adopt and review the inclusion and diversity policy;
- Review all other GBDF policies covered within the scope of this policy; • Monitor and evaluate the operation and impact of the Inclusion and Diversity policy; • Identify and where appropriate provide the resources and support structures needed to ensure the effective implementation of this policy;
- Report to the management team during quarterly meetings.

Staff

Any member of the 'staff' of GBDF (including voluntary, coaching and support staff) will have oversight of the Inclusion and Diversity policy.

The policy applies to all staff at all times.

Some staff may be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of discrimination or support for developing an action plan for inclusion across one of the 7 diversity strands listed earlier.

Staff will be consulted on the implementation of the policy through meetings and written consultations.

Players

The policy applies to all GBDF squad members whether they are training and playing or not.

Parents, families, supporters and other persons should adhere to the policy when at GBDF events. It is players' responsibility to ensure they are aware of the policy and its requirements.

TRAINING AND DEVELOPMENT



We will review the training and development needs of staff and players as part of the annual process of reviewing the inclusion and diversity policy.

A player and staff analysis will be carried out annually to ensure we are positively targeting a diverse representative.

INCIDENTS AND BREACHES OF THE POLICY

Discriminative behavior will not be tolerated. A record of complaints and all incidents will be maintained, as well as the response to them and any action taken. This should be kept for a period of 3 years.

All staff are responsible for ensuring that any incidents are reported by referring them to the designated person with oversight for the policy.

Players and other people should be encouraged to make complaints where appropriate and should be supported appropriately during any investigation and subsequent action.

Breaches of policy will be dealt with in accordance with the relevant disciplinary provisions.

MONITORING AND REVIEW

We will undertake regular diversity monitoring of players and staff.

Information will be recorded on the basis of each individual's self-identification. This recognises the sensitive and complex nature of diversity data. Individuals may not wish to give certain bits of information or may refuse to do so. That is their right.

The information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of legal guidelines.

The inclusion and diversity policy applies across all other policies and will be considered during review processes.

PUBLICATION

Information about our Inclusion and Cultural Diversity policy will be published on our website.

Information about the implementation and progress of the policy will also be included in the Annual Report and fed into the wider football federation and UK Deaf Sport arena.

