



EQUALITY, DIVERSITY & EQUAL OPPORTUNITIES POLICY

CAA Accreditation & Compliance Policy

Football Development East Limited

Version	1.4
Issue date	30th September 2026
Next scheduled review	31st December 2027
Policy owner	Jon Haines
Senior role	Owner / Senior Responsible Person
Applies to	All FDE staff, workers, coaches, volunteers, contractors and relevant partners

FDE POLICY POSITION

This policy forms part of FDE's safeguarding, welfare and operational governance framework. It is intended to be applied in practice, not simply retained as a compliance document.



1. Commitment

FDE is committed to an inclusive environment in which children, families, staff, volunteers, applicants and partners are treated with dignity and respect. Unlawful discrimination, harassment and victimisation are not accepted.

2. Legal framework

This policy is informed by the Equality Act 2010. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The precise application of particular protections differs between employment, services and other contexts; FDE will apply the law relevant to the situation.

3. Participation and service delivery

- Access decisions will be based on legitimate programme, safety, age/competition or service requirements rather than prejudice.
- FDE will consider reasonable adjustments for disabled participants and staff and will seek to remove avoidable barriers.
- SEND, communication, sensory, cultural and religious needs will be considered respectfully and proportionately.
- Harassment, discriminatory abuse and victimisation will be addressed under safeguarding, behaviour, complaints or disciplinary procedures as appropriate.

4. Recruitment and employment

Equality and equal opportunity apply throughout recruitment, selection, appointment, training, deployment, progression and ending of engagements. Job criteria will relate to the genuine requirements of the role. Shortlisting and interview decisions will be evidence-based. FDE will not discriminate unlawfully because of a protected characteristic, and reasonable adjustments will be considered for disabled applicants. Safeguarding and criminal-record checks will be used only where lawful, relevant and proportionate.

5. Responding to discrimination

Concerns may be reported to the Session Lead, manager or FDE management at info@fdeonline.co.uk. Where a concern involves a child, safeguarding procedures will be considered immediately. Complaints will be recorded, assessed and investigated proportionately. Appropriate outcomes may include education, adjustment, mediation where suitable, disciplinary action, restriction/removal from activity, safeguarding referral or other action.



6. Responsibilities

- All staff and volunteers must model inclusive conduct and challenge discriminatory behaviour safely.
- Managers must consider equality in recruitment, service design, risk assessment and complaint handling.
- Participants and parents/carers are expected to follow FDE conduct standards and treat others respectfully.

7. Monitoring

FDE will review complaints, incidents, accessibility issues and feedback for patterns that may indicate barriers or unequal treatment. Changes will be made where reasonably necessary and proportionate.

Approval and review

This policy was issued on 30th September 2026. It will be kept under review and may be revised sooner following legislative, regulatory, safeguarding, operational or CAA requirements. The next scheduled formal review is 31st December 2027.

Name

Jon Haines

Senior job title

Owner / Senior Responsible Person

Signature

Date signed

30th September 2026

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