

# FC ISLE OF MAN EQUALITY CHARTER SEASON 2025-26



We adhere to the following equality, inclusion and discrimination guidelines set out by Kick It Out. We are committed to ensuring a safe environment for all participants by applying equality, diversity and inclusion in our day-to-day operations.

We will promote awareness of the benefits of equality, inclusion and diversity with a clear understanding that football belongs to and should be enjoyed by anyone who wants to participate in it.

In activities we will not discriminate or treat anyone less favourably on the grounds of age, gender, gender reassignment, sexual orientation, marital status, race nationality, ethnic origin, colour, religion/belief, ability or disability. We will not tolerate harassment, bullying, abuse or victimisation of any kind and will assure the correct reporting procedures are actioned if any of the mentioned does occur under our supervision. We are committed to acting where inequalities exist.

We will take a stance assuring good practice is encouraged internally and to our sponsors, partners and the wider community.

As part of our commitment to the eradication of discrimination in football and the promotion of equality, inclusion and diversity, a minimum of one member of our board and/or coaching staff will be fully educated on the procedures around reporting incidents of discrimination – including through the appointed officials, our county FA, the Kick It Out website and app.

As a club we will assure we:

- Appoint an equality lead who will be responsible for staying up to date with methods of reporting, diversity and inclusion and regulations, and assuring all incidents regarding discrimination are handled amicably.
- Ensure the equality lead attends an initial training workshop delivered by Kick It Out
- Encourage all our club members to take a pro-active stance in the fight against discrimination.
- Take all reports of discrimination seriously and alert the appropriate organisation(s) immediately.
- Have clear and precise instructions via all our outlets on ways to report discrimination.

**Name of Club:** FC Isle of Man

**Local County FA:** Isle of Man Football Association

**Signed:**

A handwritten signature in black ink, appearing to read 'Russell Kent', is written over a horizontal line.

**Date:** 1<sup>st</sup> June 2025

**Name of Signee:** Russell Kent

**Role at Club:** Director