



Policy guidance for challenging homophobia

Homophobia will be most effectively challenged with a coordinated approach throughout your entire organisation. Here are some tips on how you may develop and implement a policy to tackle homophobia within your club:

1. Appoint a willing person to undertake the task of monitoring equality and diversity within your organisation and to oversee the implementation of any policy changes. This person should be accessible and approachable to all members, players, parents and associates of the club.
2. Adopt an equality policy which highlights that homophobia and discrimination on grounds of sexual orientation will not be tolerated within your organisation. Consult the appropriate bodies to ensure that any policy adheres to legal requirements. Ensure this new policy is widely publicised within your club.
3. Support any equality policy with information which specifically outlines what constitutes homophobic behaviour.
4. Develop a clear and consistent procedure for dealing with any forms of discrimination. This should outline actions to be taken and sanctions that may be taken against individuals guilty of discriminatory or abusive behaviour.
5. Establish a clear procedure allowing any incidents of homophobic abuse within the organisation to be reported and ensure everybody is aware of how to report incidents.
6. Ensure that all staff within the organisation are fully aware of any policy changes or initiatives being undertaken. Inform them of the role they are expected to play in enforcing such changes and ensure a consistent unified approach is taken.
7. Provide opportunities for staff and coaches to undertake adequate equality training.
8. Organise a meeting for all members and associates of the club to raise awareness of the implementation of the new policy. This can be used as an opportunity to inform members of the damaging effects of homophobia and to encourage an open discussion of the issues.



9. Ensure that all members of the club are provided with information regarding any policy changes and are made aware of the consequences of behaving in an abusive or discriminatory manner.

10. Ensure information regarding the clubs anti homophobia policy is prominently displayed throughout club facilities and that access to this information is available to all.