



CLUB REFLECTION TOOLKIT

PAWB
EVERYONE



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This Toolkit aims to help Equality Champions assess their Club, providing reflective questions to evaluate what the Club is currently doing and consider where improvements can be made to develop a more diverse, inclusive and accessible environment.

Using the questions below honestly reflect on whether the Club are succeeding in this area, is implementing the practice or has a provision in place making comments and scoring using the Red (not in place or implementing/not succeeding), Amber (previously in place but not implementing or succeeding) or Green (In place and implementing or succeeding).

EQUALITY				
REFLECTIVE QUESTION	COMMENTS & ACTIONS	RED	AMBER	GREEN
Does your Club have an Equality, Diversity and inclusion policy? When was this last updated/reviewed?				
Does your Club have an equal opportunities policy? When was this last updated/reviewed?				
Do you provide materials and resources to all Club Members to educate and raise awareness about anti-discrimination and equality, diversity & Inclusion?				
Have your Club Members had training to improve their knowledge and confidence in Equality, Diversity and inclusion? When? What?				
What participation provisions do you currently offer? Do you provide opportunities for Women & Girls, Men & Boys, Older people (walking football) or Disability specific? Are there any gaps?				
DIVERSITY				
REFLECTIVE QUESTION	COMMENTS & ACTIONS	RED	AMBER	GREEN
Are you aware of the diverse representation of your Club Members? Have you conducted an Equality & Diversity audit? When?				
Are you aware of the diverse representation of your local community?				

Do the Members of your Club reflect the diversity of your local community? What groups are under-represented?				
Does the Club have working relationships with local schools, youth clubs, faith groups/places of worship and other diverse community groups? (see community mapping resource!)				
What community groups does the Club not have relationships with? (see community mapping resource!)				

INCLUSION

REFLECTIVE QUESTION	COMMENTS & ACTIONS	RED	AMBER	GREEN
Do the Club's image and communications (including the Club's social media platforms) reflect the diversity of your Club and community?				
Is the Club involved in national projects promoting equality and anti-discrimination such as Show Racism the Red Card, Football v Homophobia campaign and Refugee Week?				
Do your Club and its Members demonstrate an understanding and inclusion of different cultures, religions and diverse groups in your community? Do you celebrate and highlight various festivals and awareness days?				
Are you aware of any barriers that exist to accessing your Club, particularly for under-represented groups in your community?				
Does your Club have initiatives or processes in place to actively make people feel welcome and included? What? How?				
Are your facilities and Club accessible to disabled people?				
Do you have any provisions in place to support and include individuals with additional needs or people with disabilities (including				

neurodiverse individuals i.e ADHD, Autism)				
Do you have initiatives in place to support Club Members financially to access your Club? i.e support for Club fees, kit or travel (care share).				
ANTI-DISCRIMINATION				
REFLECTIVE QUESTION	COMMENTS & ACTIONS	RED	AMBER	GREEN
Is your Clubs commitment to preventing and addressing discrimination and discriminatory bullying clearly stated to its Members through communications and resources?				
Is your commitment to preventing and addressing bullying around discrimination clearly stated in the Club's values, policies and codes of conduct?				
Do you have guidelines and procedures for responding to and addressing discriminatory incidents and discriminatory bullying?				
Are all Club members aware of the Club's procedures for addressing discriminatory incidents and have these been discussed at Club meetings and kept under review?				
Does the Club have written guidelines, which clearly outline the specific procedures to be followed for reporting and recording a discriminatory incident? Are these records analysed to acknowledge training needs for Club Members and used to identify any patterns?				
Do you provide training for all Club Members on how to recognize and respond to discrimination and reporting incidents? When was this last delivered?				
Does a Club Official have responsibility for ensuring that incidents of discrimination are				

appropriately dealt with and recorded? Are all Club Members aware of this designated person?				
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Your responses to the reflective questions can help you identify and prioritise areas of improvement when progressing through the Framework and in developing your Club PAWB Action Plan.

If you require support in completing the Club Reflection Toolkit contact PAWB@FAW.Cymru