



Wexford FC

[Ferrycarrig Park, Wexford, Y35 E296](#)

Plan against Racism & Discrimination

Current Edition – October 2024





About this Document

The overall aim of this document is to provide guidance for Wexford FC Football Club playing in the league of Ireland to implement the UEFA 10 Point Plan against Racism. The specific objectives are:

- To provide practical guidance
- To Achieve a European standard for Professional Clubs.

We all know the value and importance of standards in football, setting out and establishing standards in the way our game response to cultural diversity and deals with discrimination has benefits for clubs, communities and individuals. The important part of the UEFA 10 Point Plan is that it is not a 'box ticking exercise'. The main emphasis is on **outcomes**. These outcomes will include;

- The effective combating of all forms of racism in football in Ireland, including in and around the stadiums
- The role of football in helping to support the integration of migrants, Travellers and other minority ethnic communities into Irish society.
- Fulfil the statutory requirements of EU/ROI legislation and thereby work towards eliminating and guarding against unlawful discrimination;
- Respond positively to cultural diversity and develop inclusive local strategies



Wexford FC - UEFA 10 Point Plan

Wexford FC Football Club is committed to challenging Racism and providing a discrimination free environment at its club. Wexford FC Football Club ascribes to the principle of fair play and equality of access for all as set out in the Irish Governments charter against racism in sports 2003.

Wexford FC Football Club hereby gives its commitment to implementing the UEFA ten-point plan for tackling racism in football.

- 1. Issue a statement saying the club will not tolerate racism, spelling out the action it will take against those engaged in racist chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.**
- 2. Make public address announcements condemning racist chanting at matches.**
- 3. Make it a condition for season-ticket holders that they do not take part in racist abuse.**
- 4. Take action to prevent the sale of racist literature inside and around the ground.**
- 5. Take disciplinary action against players who engage in racial abuse.**
- 6. Contact other clubs to make sure they understand the club's policy on racism.**
- 7. Encourage a common strategy between stewards and police for dealing with racist abuse.**
- 8. Remove all racist graffiti from the ground as a matter of urgency.**
- 9. Adopt an equal opportunities' policy in relation to employment and service provision.**
- 10. Work with all other groups and agencies, such as the players union, supporters, schools, voluntary organisations, youth clubs, sponsors, local authorities, local businesses and police, to develop pro-active programmes and make progress to raise awareness of campaigning to eliminate racial abuse and discrimination.**

I hereby declare that Wexford FC Football Club will implement the UEFA ten-point plan in full by the start of the 2025 League of Ireland Season.

Signed by: Alan Bloure Date: 8th October 2024



Club Equality Procedure

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Wexford FC Football Club is equally accessible to them all.

Wexford FC Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to, and should be enjoyed by, anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the club officers who are responsible for the implementation of this policy.

Wexford FC Football Club, in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, 'race', nationality, ethnic origin, colour, religion or belief, ability or disability. It means that Wexford FC Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunity for all members of the community to take part in, and enjoy, its activities.

Wexford FC Football Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racial harassment or other discriminatory behaviour, whether physical or verbal. Wexford FC Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Wexford FC Football Club is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Wexford FC Football Club is committed to a policy of equal treatment of all members and requires all members to abide by and adhere to the policies and the requirements of the relevant legislation – Equal Status Act 2000-2004, Employment Equality Act 1998 and 2004, Prohibition of Incitement to Hatred Act 1989 as well as any amendments to these acts and any new legislation

Wexford FC Football Club commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.



Club Complaints Procedure

In the event that any member feels that he or she has suffered discrimination in any way or that the club policies, rules or code of conduct have been broken they should follow the procedures below.

1. They should report the matter to the club secretary or another member of the committee.

The report should include:

- i. Details of what, when and where the occurrence took place
- ii. Any witness statement and names
- iii. Names of any others who have been treated in a similar way
- iv. Details of any former complaints made about the incident, date, when and to whom made
- v. A preference for a solution to the incident

2. The club's management committee will sit for any hearings that are requested.

3. For any person found to have broken the club's policies or code of conduct. The club's management committee will have the power to:

- i. Warn as to future conduct
- ii. Suspend from membership
- iii. Remove from membership

If the complaint is with regard to the club's management committee the member has the right to report the discrimination directly to the relevant FAI body.



Making a Complaint Procedures

This guide is designed to give some general information and assistance to people who are thinking about reporting, or have already reported, an incident of 'racism' or discrimination in football. We hope the information provided answers any questions you may have about reporting 'Racism' or discrimination.

Q: Can I make a report anonymously?

A: Yes. You do not have to give your name when reporting an incident of racism or discrimination. However, if an anonymous person is the only witness, the investigating body (Club, League, Provincial FA, affiliates, FAI) is likely to find it difficult to take formal action against the alleged offender.

Q: Once I make a report, what happens next?

A: The details reported will be assessed by the Chairperson or Secretary of the relevant club/league or affiliates who will review the information provided and decide on the appropriate course of action. This will involve deciding, where necessary, who should investigate the allegation – this may be the Club, League, Regional FA, the FAI, the Gardaí etc. Once this decision has been made, you will be contacted and the process will be explained.

Q: Who will contact me once my report has been reviewed?

A: The relevant Chairperson or Secretary (Club/League) will contact you in the first instance. If you have a preferred method for communications (i.e. telephone, letter etc.) please let us know.

Q: How long can I expect to wait before I am contacted?

A: You will be contacted within 4 working days.

Q: What does 'giving a statement' mean?

A: Giving a statement means that your version of events is written down and you sign the document as an accurate record of the incident you witnessed. When you provide a statement, it enables us to rely on the evidence provided in a disciplinary hearing that may be brought against the alleged offender. It is an important part of the process, and we rely on people being willing to provide statements to enable us to tackle the problems being reported. You should note that providing a statement may mean that they will need to attend a hearing in person.

Q: What is likely to happen to the alleged offender?

A: It's too early to say. Only if any Club/League/Football Rules have been breached and there is sufficient evidence, will disciplinary action be taken, which may lead to some form of sanction or penalty. However, this cannot be certain at this stage. The first step is for relevant body to assess the information available and decide on the most appropriate course of action.



Stewards Operational Protocol

Preventative Strategies:

- Listen & look out for chants/banners/abusive language
- **Assess** the risk to safety
- **Assess** the different courses of action
- **Review** the need for back up
- **Use** your de-escalation skills (posture/tone/feedback to players)

ACT - DO NOT IGNORE

Management Strategies:

- Give advice or warning
- Note seat number (s)
- Report to Event / Controller/Safety Officer/PA announcer
- Consider ejection
- Consider assistance from Gardaí
- Consider assistance from Colleagues
- Report to League/Match delegate/Event Controllers
- Debrief & evaluate effectiveness of actions
- File report for future learning

ACT - DO NOT IGNORE



PA Match Announcements Template

League of Ireland Matches PA announcement 2

The League of Ireland and Wexford FC *Football Club* welcomes all supporters to its grounds and condemns any form of bigotry and discrimination in soccer

Wexford FC *Football Club* does not condone hostile abuse of individual players, spectators or officials based on ethnic or cultural background, nationality, or religious affiliation. Those found to be involved in any such behaviour may face ejection from the ground and will be reported to the Gardaí.



FAI Rules

PART D) SECTION 2

RULE 14. RACISM/DISCRIMINATION

1. Any Participant, who offends, disparages, discriminates against or denigrates someone, or a group of persons, in a derogatory manner on account of 'race', skin colour, language, religion, disability, ethnic and/or national origin(s) or sexual orientation, or perpetrates any other racist/discriminatory and/or contemptuous act, shall be subject to disciplinary sanction. The relevant disciplinary body shall consider and have the power to impose a suspension, fine and/or other sanction as deemed appropriate. In the case of individuals, the minimum suspension shall be for a period of five (5) matches.
2. If a spectator, or spectators, engage in racist/discriminatory behaviour, including but not limited to chanting or displaying racist/discriminatory slogans at a match, the relevant disciplinary body shall sanction the Affiliated Member which the spectator(s) support. If the spectator(s) cannot be identified as a supporter, or supporters, of one or other club/affiliate the host club/affiliate may be sanctioned.
3. Spectators engaging in racist/discriminatory behaviour may be subject to a disciplinary sanction.
4. Sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal, shall result in disciplinary action.

RULE 18. DISPARAGING COMMENTS AND/OR ACTIONS

1. Public comment and/or actions of the following nature may result in disciplinary sanction:
 - a) Comments and/or actions which are offensive or threatening in any way and/or;
 - b) Comments and/or actions causing damage to the game or the FAI or bringing the game or the FAI into disrepute and/or;
 - c) Unsubstantiated allegations or comments which question the integrity of any person or body or are disparaging in any way;



- d) Publication of material which questions the integrity of any person or body or are disparaging in any way.



Club Reporting Racism and Discrimination Form

Date of call: _____ Completed by: Name: _____
Time of call: _____ Organisation: _____

Name of Alleged Victim/Complainant: _____
(If more than one, complete separate form)

Age: _____

Date of Birth: _____
(At time of incident)

Role/position: _____

Contact Address: _____

Tele: _____ **Email:** _____ **Fax:** _____

Club: _____ **League:** _____

EQUAL OPPORTUNITIES
Gender: _____
Ethnic Background: _____
Any Disability: _____
Any other relevant information:



Details of Alleged Incident (as much detail as possible, particularly regarding perpetrator(s)) including, where possible:

- Date & Time of incident
- Location
- Name(s) of perpetrator(s) and/or physical description
- Details of exactly what happened (what was done/said and by whom)

Date / Time: _____

Location (e.g. Stand / Block / Seat number if applicable) : _____

Details:

Any other witnesses (contact details):

Other organisations contacted/reported to:

(e.g. Gardaí, Clubs, Leagues – if YES, obtain contact details, case reference number etc)

Additional Comments:

Willing to provide statement to the FAI: Yes No Attachments included: Yes No

Signed: Date: _____



Print Name: _____

Contact Organisations

FAI Intercultural Football Programme

The programme has 3 core objectives; these are to

1. promote participation,
2. contribute towards the process of integration and to
3. challenge racism.

With regards to the latter objective the programme provides guidance and training in the area of cultural diversity and anti-racism awareness.



Show Racism the Red Card

Show Racism the Red Card is an anti-racism education charity. Our Mission is to challenge racism through providing education resources and intercultural activity which support integration. A key resource of SRTRC is its DVD Education pack which includes interviews with senior soccer internationals and others on their views of racism in society. SRTRC also has an online training course for those involved in football, which can be accessed through the website.

www.theredcard.ie

Sport Against Racism Ireland

Sport Against Racism Ireland (SARI) supports and promotes cultural integration and social inclusion through sport

SARI is a not for profit organisation with Charitable Status that was set up in July 1997 as a direct response to the growth of racist attacks from a small but vocal section of people in Ireland.

www.sari.ie

Department of Justice Equality and Law Reform

The mission of the Department of Justice Equality and Law Reform is to help make Ireland a safer and fairer place in which to live and work, visit and do business.

www.justice.ie

www.integration.ie.

The Integration Centre

A National umbrella organization working with over 200 groups.

<http://www.integrationcentre.ie/>

National Network of over 175 immigrant led groups. www.newcommunities.ie

Further References

This document has been compiled with information from the following sources:

The Football Association Charter Standard – www.thefa.com

www.sportingequals.com

www.equality.ie

The current Football Association of Ireland Rules