



WEXFORD FC

SES 1.02

Equality and Inclusion Policy 2027

2027

Publication date	August 2026
Policy/strategy owner	Mikie Rowe - SES Officer
Supporting officer	Noel Martin - Community Officer
Review date	August 2027

Prepared for Wexford FC's 2027 Men's and Women's Club Licensing submissions.



1. Policy Aim

Wexford FC is committed to ensuring equal rights and opportunities for all people following, participating in and contributing to football activities organised by the Club. Everyone should be treated fairly, with dignity and respect, and Club activities should be accessible and welcoming.

2. Scope

This policy applies to players, coaches, employees, volunteers, directors, officials, supporters, contractors, partners and visitors across Wexford FC activities and locations.

3. Commitments

- Provide a non-discriminatory environment and equal opportunity in teams, programmes, employment and volunteering.
- Confront discrimination, harassment, bullying, abuse and victimisation.
- Value diverse experiences and ensure voices can be heard.
- Review policies, systems and practices for barriers or inequities and take reasonable corrective action.
- Promote transparent communication, respectful leadership and equality awareness.
- Take appropriate action where discriminatory behaviour is substantiated.

4. Legal and Regulatory Framework

The Club will operate this policy consistently with applicable Irish equality legislation and FAI regulations. The existing Wexford FC policy references the Equal Status Acts and Employment Equality legislation; legal references should be checked as part of the annual review.

5. Reporting and Response

Concerns may be raised with the SES Officer, Club Secretary, CEO or other appropriate Club officer. Reports will be handled promptly, fairly and confidentially insofar as possible, with escalation under relevant safeguarding, disciplinary or statutory procedures where required.

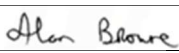
Implementation Action Plan and KPIs

Action	KPI / evidence	Target	Owner	Timing	Status / evidence ref.
Publish and communicate policy	Website/internal evidence	Policy accessible	Mikie Rowe	By 31 Aug 2026	
Equality & inclusion awareness	Session/materials/attendance	At least 1 formal activity	Mikie Rowe / Noel Martin	2027 season	
Review recruitment/evaluation practices	Documented review/checklist	Review completed	CEO / SES Officer	Annual	
Stakeholder feedback	Consultation notes	At least 1 exercise	SES Officer	Annual	
Policy review	Dated review record	Annual review	SES Officer / Board	By Aug 2027	



Approval and Sign-off

This document has been approved at Board level and retained as licensing evidence.

Name	Role	Signature	Date
Mikie Rowe	SES Officer		17/08/26
Alan Browne	Club Licensing Officer		18/08/26
Tony Doyle	Chief Executive Officer		18/08/26

Publication: the approved strategy/policies will be communicated internally and published through the Club's website and appropriate Club channels. The public hyperlink has been inserted above.



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1.0 FSR/SES Overarching Document

Wexford FC as a football club and gathering point for members of the local community is committed to doing our part in ensuring that Ferrycarrig Park and all locations that the club is active are welcoming and enjoyable environments for all members of the community.

We have set our goals and actions in these policy documents

1. Equality and Inclusion
2. Anti-Racism
3. Child & Youth Protection and Welfare
4. Football for All
5. Environmental Protection

These policy documents and associated appendices which will act as our clubs initial roadmap to build upon existing activities and behaviours within the club to becoming an example organisation within the communities we serve in relation to

Equality & Inclusion, Anti Racism, Child protection, Football for all and Environmental protection.

SES officer Mikie Rowe has been appointed with full support from the board of Wexford FC to ensure that our SES roadmap and policies are communicated with club members, community and sponsoring organisations, suppliers and that these stakeholders are consulted and engaged at every opportunity which will enable the successful achievement of identified goals.

Policy documents will be made available to club members, sponsors and public on club website (WWW.WEXFORDFC.IE) and an awareness and engagement campaign to promote club FSR/SES activities will be put in place around Ferrycarrig Park on match days and club activity days over the course of the 2027 season.

The club will use all available avenues such as pre-match announcements, Social media, club member forums etc. to reinforce the clubs commitment to being an inclusive organisation.

Our appointed SES officer will work with club board and identified personnel throughout our organisation to ensure that all club activities are completed in accordance with requirements set out in Irish equality acts and FAI regulations.



2.0 Equality & Inclusion

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

At Wexford FC a diverse, inclusive, and equitable workplace is one where all players, coaches, employees, volunteers and supporters, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected.

We are committed to a non-discriminatory approach and provide equal opportunity for employment and advancement in all of our teams, programs, and locations. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to modelling diversity and inclusion for Irish football sector, and to maintaining an inclusive environment with equitable treatment for all.

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.

Wexford 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 Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Wexford 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 Football Club commits to ensuring that all club activities are performed in accordance with

- Irish equality acts (The Equal Status Acts 2000 discrimination in the provision of goods and services, accommodation and education. They cover the nine grounds of gender, marital status, family status, age disability, sexual orientation, race, religion, and membership of the Traveller community.)

To provide informed, authentic leadership for cultural equity, Wexford Football

Club strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of all associated with our club and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.

Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.

Advocate for and support board-level thinking about how systemic in a way that is consistent with our mission.



Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.

Practice and encourage transparent communication in all interactions.

Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.

Lead with respect and tolerance. We expect all players, coaches, employees and volunteers to embrace this notion and to express it in club interactions and through everyday practices.

Wexford Football Club abides by the following action items to help promote diversity and inclusion in our workplace:

Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.

Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the club community.

Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.

Challenge club systems and policies that create inequity, oppression and disparity.

Wexford 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,

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 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



3.0 Appendix I- Equality & Inclusion Action Plan

Action	Timeline	Owner	Others Involved
Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.	12+ Months	Mikie Rowe / Noel Martin	Board of Directors/Committee
Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the club community.	6+ Months	Mikie Rowe / Noel Martin	Board of Directors/Committee
Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices	6+ Months	Mikie Rowe / Noel Martin	Board of Directors/Committee
Challenge club systems and policies that create inequity, oppression and disparity	3+ Months	Mikie Rowe / Noel Martin	Board of Directors/Committee

