



WEXFORD FC

SES 1.03

Anti-Racism Policy 2027

2027

Publication date	August 2026
Policy/strategy owner	Mikie Rowe - SES Officer/Aaron Morris SLO
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 will tackle and prevent racism and will seek to ensure that Club policies, programmes and practices are exercised without discrimination. Racism in any form is not tolerated.

2. Scope and Standards

- Promote fair play, equality of access and a discrimination-free environment.
- Take disciplinary action, where appropriate, against players, coaches, staff, volunteers or supporters who engage in racial abuse.
- Communicate the Club's anti-racism position through matchday, digital and other channels.
- Work with stewards, An Garda Síochána and relevant partners in responding to racist incidents.
- Remove racist graffiti or material from Club premises as a matter of urgency.
- Engage with supporters, schools, voluntary organisations, youth groups, sponsors, local authorities and other partners.

3. Reporting Racism and Discrimination

Reports should record, where available: date/time; location; complainant/victim details; description; alleged perpetrator details; witnesses; other organisations contacted; and supporting material. The Club will retain an incident/report form based on its existing racism and discrimination reporting form.

4. 2027 Mandatory Anti-Racism Workshop

All registered first-team players and first-team coaching staff must participate in an Anti-Racism workshop prior to the commencement of the season. Wexford FC will retain an attendance record and provide written confirmation of attendees to the relevant FAI Football & Social Responsibility/SES function on or before 1 March 2027.

5. Incident Response

Allegations will be assessed promptly and escalated under the appropriate Club, FAI, safeguarding, disciplinary and/or statutory process.

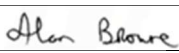
Implementation Action Plan and KPIs

Action	KPI / evidence	Target	Owner	Timing	Status / evidence ref.
Publish anti-racism policy	Website/matchday evidence	Policy publicly available	Mikie Rowe	By 31 Aug 2026	
First-team workshop	Attendance + FAI confirmation	100% registered first-team players/coaches	Mikie Rowe / football management	By 1 Mar 2027	
Matchday communications	PA/programme/digital evidence	Regular messaging	Media / Event team	2027 season	
Incident reporting system	Blank form + log	System maintained	SES Officer	Ongoing	
Stakeholder engagement	Meeting/activity evidence	At least 1 external action	Noel Martin / Mikie Rowe	Annual	



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.



SES Over-Arching 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 Noel Martin 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 2026 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.



3.0 Anti-Racism

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

Wexford Football Club commits to tackle and prevent all forms of racial discrimination during all club activities, in line with UEFA 2030

ambition to 'Eradicate racism in all its forms on and around the pitch across European football.

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.

Wexford Football Club is committed to challenging racism and providing a discrimination free environment at its club. Wexford 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 Football Club will not tolerate racism in any form. Wexford Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

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

- Irish equality acts (The Equal Status Acts 2000/2018 ('the Acts') prohibit 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.)
- REGULATION 11. ANTI-DISCRIMINATION POLICY FOR FOOTBALL REGULATION
- 15. SCOUTING

To provide informed, authentic leadership for racial equity, Wexford Football Club strives to:

- Strive to lead in the irradiation of racism be it personal, cultural, or institutional within our club, network and within the communities we serve.
- To promote the inclusion and participation of among minority ethnic & multicultural communities in club activities.
- Support the effective combating of all forms of racism in football in Ireland, including in and around the ground and stadium.

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 Football Club abides by the following action items to help promote an environment intolerant of racism:

- 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 will be printed in all match programmes and displayed permanently and prominently around the ground.
- Make public address announcements condemning racist chanting at matches.
- Make it a condition for season-ticket holders that they do not take part in racist abuse.
- Make it a condition for Trust members holders that they do not take part in racist abuse.
- Take action to prevent the sale of racist literature inside and around the ground.
- Take disciplinary action against players, coaches, staff, volunteers or supporters who engage in racial abuse.
- Contact other clubs to make sure they understand the club's policy
Encourage a common strategy between stewards and An Garda Síochána for dealing with racist abuse.
- Proactively communicate the club's policy against racism around ground.
- Remove all racist graffiti from the ground as a matter of urgency.
- Adopt an equal opportunities' policy in relation to employment and service provision.
- Proactively engage and work with all other groups and agencies, such as the players union, supporters, schools, voluntary organisations, youth clubs, sponsors, local authorities, local businesses and An Garda Síochána, to develop pro-active programmes and make progress to raise awareness of campaigning to eliminate racial abuse and discrimination.



4.0 Appendix I- Report of Racism and Discrimination Form

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 (if victim is comfortable to share)

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:

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

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Details:

Any other witnesses (contact details):

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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
Print Name	
Sign and Date:	



5.0 Appendix III- Anti Racism Action Plan

Action	Timeline	Owner	Others Involved
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 will be printed in all match programmes and displayed permanently and prominently around the ground.	6 Months	Aaron Morris	Board of Directors/Committee
Make public address announcements condemning racist chanting at matches.	Ongoing	Aaron Morris	Board of Directors/Committee
Make it a condition for season ticket holders that they do not take part in racist abuse.	4 months	Aaron Morris	Board of Directors/Committee
Make it a condition for Trust members holders that they do not take part in racist abuse.	4 months	Aaron Morris	Board of Directors/Committee
Take action to prevent the sale of racist literature inside and around the ground	Ongoing	Aaron Morris	Board of Directors/Committee
Take disciplinary action against players, coaches, staff, volunteers or supporters who engage in racial abuse.	Ongoing	Aaron Morris	Board of Directors/Committee
Contact other clubs to make sure they understand the club's policy on racism.	Ongoing	Aaron Morris	Board of Directors/Committee
Encourage a common strategy between stewards and An Garda Siochana for dealing with racist abuse.	Ongoing	Aaron Morris	Board of Directors/Committee
Proactively communicate the club's policy against racism around ground.	4 months	Aaron Morris	Board of Directors/Committee

