

# FAW FOOTBALL AND RELIGIOUS OBSERVANCE GUIDANCE

The Football Association of Wales is committed to ensuring that football in Wales is inclusive, accessible, and welcoming to individuals of all faiths and beliefs. In line with this commitment, the FAW recognises the importance of religious observance and its potential impact on participation in football activities.

## **FAW Regulation on Religious Observance**

To provide equal opportunities for all Participants, the FAW has established the following provisions:

A Participant cannot be compelled to play football on bona fide occasions where religious observance precludes such activity, save where the Participant:

- has consented to do so on such occasions; or is registered as a Player under written contract, which shall be taken as consent to play on such occasions unless otherwise provided for in the contract.
- Annually, when planning programmes, Competitions shall define and notify agreed dates of such occasions.

## **Supporting Inclusive Practice Across All Faiths**

The FAW encourages all stakeholders to proactively consider the impact of religious observance when organising football activities. Early awareness and communication can help prevent disruption, support player wellbeing, and ensure compliance with FAW Rules.

The following guidance outlines key considerations for different stakeholders to support effective planning and inclusive practice:

### **Leagues and Competition Organisers**

- Identify Clubs or teams whose players may observe specific religious events or periods.
- Consider key dates across a range of faiths when scheduling fixtures.
- Communicate these dates clearly to Clubs at the start of each season.
- Engage with Clubs in advance to understand any potential impact on fixtures and make reasonable adjustments where appropriate.

### **Clubs, Managers, and Coaches**

- Engage in open and respectful conversations with players to understand any religious observance that may affect availability.
- Plan ahead for periods of religious significance by discussing potential absences or adjustments. Where necessary, liaise with league organisers at the earliest opportunity to request fixture changes.

- Foster an inclusive team environment where players feel comfortable discussing their needs.

### **Players and Participants**

- Inform Club officials as early as possible if religious observance may impact availability for training or matches.
- When choosing to participate during periods of observance, consider personal well-being and seek appropriate advice if required.
- Engage in open dialogue with clubs to support planning and mutual understanding.

### **Commitment to Inclusion**

The FAW believes that football is for everyone and should reflect the diversity of communities across Wales. By working collaboratively and planning proactively, the football community can ensure that religious observance is respected while maintaining the integrity and organisation of the game.

### **Further support and contact**

If you have any questions regarding the Football and religious observance regulation and guidelines, please contact:

[PAWB@FAW.Cymru](mailto:PAWB@FAW.Cymru)

