

Equality Diversity & Inclusion Policy

GOALS



Policy Owner: Managing Director

Policy Lead: Head Of People and Operations Director

Audience: Customers, Employees, Affiliates and General Public

Approved By: Chairman



Objective

Foster equality by ensuring fair treatment and cultivating an inclusive culture throughout the organisation for customers, players, staff, and partners.



Key Principles

- **Inclusion and Respect:** Foster a culture where everyone feels valued, respected and able to contribute fully without fear of exclusion or discrimination.
- **Adherence to Equality Act 2010:** Commitment to the 'Protected Characteristics': Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex and Sexual Orientation.
- **Commitment to Fairness:** Ensure that everyone is treated equitably, with equal opportunities for participation and access to services, regardless of background.
- **Promoting Awareness and Education:** Regularly provide training and education to raise awareness about EDI, empowering everyone to challenge discriminatory behaviours.
- **Continuous Improvement:** Review annually and update the policy to reflect evolving best practices and ensure ongoing compliance with legal standards.



Positive Action

- Promote diverse role models and opportunities for under-represented groups.
- Annual policy review and adjustments.
- Annual accredited online training focusing on EDI with an additional LGBTQIA+ awareness module from Kick It Out.
- Cyclical classroom training from Kick It Out.
- Our Employee Handbook outlines our equal opportunities policies.
- Head of People acting as our EDI Lead at Board level having undertaken advanced EDI training.
- The development of Safe Spaces and Hate Crime Policies in 2024.



Compliance

Goals will address all types of discriminatory behaviour, encompassing, but not limited to, those outlined in the 'Relevant Legislation and Forms of Unacceptable Discrimination.' This policy aims to create an environment where individuals can express any legitimate grievances or complaints regarding such behaviour without the fear of repercussions. Full support will be provided throughout the whistleblowing process. Any staff member found to violate the EDI Policy will face appropriate disciplinary action.

If anyone believes they have been treated in a manner that contravenes this policy, they should report the incident directly to their line manager. If that is not suitable, the matter should be raised with another senior manager.



Unacceptable Discrimination

- Direct
- Indirect
- Harassment
- Bullying



Ongoing Initiatives

- EDI Committee with Team Members representing all departments of the business.
- Appointed Regional Champions specifically trained on Equality Diversity and Inclusion who are supporting inclusive initiatives.
- Formal collaboration with discrimination charity Kick It Out.

