

EQUALITY POLICY

Version 2.0

Author	Tania Blench
Effective Date	04/2024
Last Amended	
Review Date	04/2026
Version	2.0
Classification	Final

Version Control Sheet

Revision History

Date	Summary of Changes	Changed by	Version
04/2024	Additions to positive actions and training Addition of workforce section	John Hartley	2.0

Document Reviewers

Name	Title	Date	Version

Document Approver

Name	Title	Date	Version
Rob Smith	General Manager	04/2024	2.0

Confidentiality Statement

All information contained in this document is provided in confidence for the sole use of Fleetwood Town Football Club (FTFC) The pages of this document shall not be copied published or disclosed wholly or in part to any party without FTFC prior permission in writing, and shall be held in safe custody. These obligations shall not apply to information, which is published or becomes known legitimately from some source other than FTFC.

INTRODUCTION

FTFC (the Company) recognises that it is essential to provide equal opportunities to all people without discrimination.

Fleetwood Town Football Club commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities. These are known as 'protected characteristics' under the Equality Act 2010.

Fleetwood Town Football Club will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Every staff member, Board member, official, spectator, fan and visiting teams and be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

COMPLAINTS AND COMPLIANCE

Fleetwood Town Football Club regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so. Appropriate disciplinary action will be taken against any employee, member or volunteer, spectator or fan who is found, after a full investigation, to have violated the Equality Policy.

POSITIVE ACTION AND TRAINING

Fleetwood Town Football Club is committed to equality inclusion and anti-discrimination as part of The Football League's Code of Practice. Fleetwood Town Football Club will commit to a programme of raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, widening diversity and representation and promoting diverse role models, which we believe are all key actions to promote inclusion and eradicate discrimination within football. This Equality Policy will be reviewed and updated, if required, on an annual basis.

Fleetwood Town Football Club work with its charitable arm, Fleetwood Town Community Trust and wider stakeholders to provide the following:

- Raising awareness
- Education
- Investigating concerns
- Applying relevant and proportionate sanctions
- Widening diversity and representation across all areas of the workforce and fan base
- Developing an Equality Working Group which will review and measure initiatives
- Not accepting any form of intimidation, bullying or harassment including direct or indirect

SCOPE

This policy sets out the Company's position on equal opportunity in all aspects of employment, including recruitment and promotion, giving guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of the nine protected characteristics as defined in the Equality Act:

- Sex
- Race

- Marital status or civil partnership
- Disability
- Pregnancy and Maternity
- Sexual orientation
- Gender re-assignment
- Religion or belief
- Age

POLICY STATEMENT

1. It is the policy of the Company to ensure that no job applicant or colleague receives less favorable treatment on the grounds of any of the above characteristics or is disadvantaged by conditions or requirements of the organization.
2. The company is committed not only to its legal obligation but also to the positive promotion of equality of opportunity in all aspects of employment.
3. The Company recognises that adhering to the Equality policy, combined with relevant employment policies and processes maximizes the effective use of individuals in both the organisations and employees best interest.
4. The Company recognises the benefits of having a diverse workforce with different backgrounds, solely employed on their ability to perform the role.
5. The application of policies relating to recruitment, training and promotion will be on the basis of job requirements and the individuals ability and merits.
6. All colleagues of the Company will be made aware of the provision of this policy.

RECRUITMENT & PROMOTION

Advertisements for posts will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about vacant posts will be provided in such a manner that does not restrict its audience in terms of any of the following protected characteristics below:

- Sex
- Race
- Marital status or civil partnership
- Disability
- Pregnancy and Maternity
- Sexual Orientation
- Gender re-assignment
- Religion or belief
- Age

EMPLOYMENT

The Company will not discriminate on the basis of the protected characteristics above in the allocation of duties between employees, employed at any level with comparable job descriptions.

The Company will put in place any reasonable measures and/or adjustments within the workplace for those colleagues who become disabled during employment or for disabled appointees.

All colleagues will be considered solely on their merits for career development and promotion with equal opportunities for all.

THE WORKFORCE

We value diversity and believe it takes all types of individuals to make a creative and innovative organisation.

We believe that everyone, regardless of their differences, should have access to the same chances and we therefore actively promote equality of opportunity both in recruitment and internal promotion.

We promote inclusion and encourage different ways of thinking to challenge the norm. We believe that our organisation is richer when everyone is treated with dignity and valued for their contribution and the unique skills and life experiences they bring.