



Swindon Town FC Equality, Diversity & Inclusion Policy

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1.1	Kirk McGinn	Annual Update	11th September 2023	1st August 2024	Hannah Peterkin

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"Equality" means equality between individuals "Diversity" means the fact that individuals are different.

Policy Introduction

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

Swindon Town Football Club prides itself with working with a wide range of participants spanning across generations, social backgrounds, religions and ethnicities. The framework and appendix for this policy is as follows:

APPENDIX- Relevant legislation and forms of unacceptable discrimination Legal rights Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment based on particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

The exception to this is pregnancy and maternity which does not include protection by association or assumption - a woman is only protected from discrimination on grounds of her own pregnancy.

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Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a characteristic at a disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

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Aims and Values

Swindon Town Football Club is a welcoming environment where everyone is highly valued and where tolerance, honesty, co-operation and mutual respect for all are fostered.

The aim of Swindon Town's Equality Policy is to promote our own equality objectives and in doing so, help to ensure that everyone is treated fairly and with respect. All Swindon Town FC representatives should abide and adhere to this Policy and to the requirements of the Equality Act 2010. In doing so, we are working towards being legally compliant in relation to equality legislation.

Swindon Town FC's 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.

We as a club aim to:

- Provide positive information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion, age or learning ability.
- Plan carefully to improve our understanding and promotion of diversity.
- Actively challenge discrimination and disadvantage.
- Make inclusion a core feature in all our activities.

To achieve these aims we will:

- Ensure that we actively promote opportunities to celebrate diversity e.g. Work with Kick It Out (specific matches dedicated to this)
- Have high expectations of behaviour which demonstrates respect for others; Leadership and Governance teams are familiar with this policy and adhere to it at all times

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As an organisation, we are committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of life
- Encouraging, supporting and enabling all participants and staff to realise their potential and make a positive contribution.
- Ensuring that our Equality and Diversity Policy is adhered to.

Responsibilities

It is the responsibility of senior management to:

- Ensure that the organisation complies with equality legislation.
- Ensure that the organisation's policy, procedures, and strategies are carried out and monitored.
- Scrutinise the recording and reporting procedures when appropriate.
- Employ equal opportunities in staff recruitment, professional development, and membership of the Governing Body.
- Be involved in dealing with serious breaches of the policy
- Ensure that all staff receive appropriate and relevant continuous professional development.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying.
- Ensure that all visitors and contractors comply with the Organisation's equality and diversity policy.

It is the responsibility of all staff to:

- Be vigilant in all areas of the Organisation's work for any type of harassment and bullying; harassment or bullying is defined as behaviour which would make others feel intimidated, threatened, or undermined in any way.
- Deal effectively with all incidents from the obvious to the subtler forms of victimisation caused by perceived differences.
- Identify and challenge bias within the Organisation's culture.
- Promote equality and good relations and not discriminate on grounds of

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race, gender, religion, age, disability, sexual orientation or learning ability.

- Promote an inclusive programme of projects and whole Organisation ethos which reflects our diverse society.
- Keep up to date with equality legislation, development, and issues by attending relevant training and accessing information from appropriate sources.

All breaches of the policy will be rigorously addressed, using the appropriate procedures.

Policy Planning and Review

All improvement plans will be designed with an element of impact assessment built in to monitor the success of each activity. There will be a systematic review of the impact of all policies and procedures on equality and diversity to address any areas of inequality.

Achievement and attainment will be analysed to ensure progress for all, especially in relation to any identified disadvantaged groups.

Reporting and Managing of Incidents

Any incidents can be reported to a member of staff in person, phone or email, additionally there is a page on the club's website which guides individuals to report an incident through Kick It Out. Once an incident has been reported to the club, this then gets logged on the My Concern reporting software. Our media manager can log any reports that come through social media on the software which then get followed up by the Lead Equality Officer.