



# Crewe Alexandra Football Club

## Equality and Diversity Policy

Approved by	Version	Issue date	Review date	Contact person
Board	5	July 2022	July 2023	Paul Antrobus

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## **Statement of Commitment**

At Crewe Alexandra FC (CAFC), we embrace and value the diversity brought by staff, players, supporters and customers and believe that our Club benefits from the engagement with everyone from wide varieties of backgrounds, cultures and beliefs. We are committed to, and strictly adhere to the standards, values and expectations set by The Football Association, the EFL and Kick it Out; that football is for everyone and it belongs to and should be enjoyed by anybody who wants to participate in it, whether as a player, official, staff member or spectator. At CAFC, we commit to treat everyone with respect and dignity and seek to provide a positive environment for all involved, free from discrimination, harassment, victimisation, or abuse. We aim to create a positive, inclusive ethos which works towards the elimination of discrimination, harassment, victimisation, and abuse whether direct or indirect. We are committed, wherever practicable, to achieving and maintaining a Club that broadly reflects the local community in which we operate. The Club's Board of Directors are fully committed to promoting diversity and inclusion and believe that all forms of prejudice and discrimination are unacceptable.

## **About this policy**

Application: This policy applies to all people connected with the activities of Crewe Alexandra Football Club and includes permanent, part-time and fixed term employees and workers, board members, volunteers, customers, fans, participants, suppliers and contractors.

Defined terms Throughout this policy "we" "our" and "us" means the Club.

## Introduction

1.1. Crewe Alexandra Football Club celebrates and values the diversity brought to the Club and the local community by staff, players, matchday fans, board members, participants in the Soccer Schools, programmes, customers and other people engaged with the club's activities, for example suppliers and corporate partners.

1.2. We are committed to encouraging equality and diversity and providing an environment in which rights, dignity and individual worth are respected in all operations, activities and services.

1.3. We share and are committed to the standards, values and expectations set by football authorities, including The FA and The EFL, who assert that football is for everyone and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member or spectator.

1.4. For all of our employees, we are committed to providing a workplace that values equality and equal opportunities and which is supported by the Club's values:

- Treat people well – the club is committed to taking a professional, helpful and approachable attitude towards their supporters, visitors, colleagues and the community.
- Exceed expectations – the club is dedicated to achieving success by setting high standards and measuring its performance in critical areas
- Aim high – the club strives to be the absolute best it can be, and will not give up
- Make it special – the club encourages a warm and friendly environment, making Crewe Alexandra Football Club a great place to visit and to work.

1.5. We will provide a positive working and learning environment, free from discrimination, harassment, victimisation, bullying or abuse whether direct or indirect.

1.6. We will confront and eliminate discrimination whether by reason of: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, sex, sexual orientation, religion or belief - known as 'protected characteristics' under the Equality Act 2010.

## Implementation

2.1. Crewe Alexandra FC's Chairman, the Board of Directors, the Club's Designated Safeguarding Officer (DSO) and Academy Manager are responsible for the implementation of this policy and are fully committed to promoting inclusion. They believe that all forms of prejudice and discrimination are unacceptable.

2.2. A copy of this policy will be published on the Club's website.

2.3. All employees (including players) of the Club will be given a copy of this policy and will be asked to commit to act in accordance with it.

## **Equal Opportunities**

3.1. The Club is committed to ensuring that the recruitment and selection of staff is conducted in a process that is systematic, efficient and effective, and promotes equality of opportunity.

3.2. All staff and players at Crewe Alexandra Football Club have a personal responsibility to uphold the Club's Equality Policy and should abide and adhere to this Policy and to the requirements of the Equality Act 2010. All staff and players are required to treat fellow employees, prospective employees, casual workers, prospective casual workers, players, prospective players, job applicants and customers fairly and impartially.

3.3. All staff involved with recruitment, selection and promotion have a responsibility to ensure equality of opportunity. Specialist training in this area will be given to all staff involved with recruitment, selection and promotion.

3.4. All members of staff should ensure that they abide by this policy during the course of their employment. The EFL Playing for Inclusion workshop, cultural and disability awareness will form part of the training programme for employees.

## **Positive Action**

4.1. As well as complying with legislation, the Club promotes equality by taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

4.2. We will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to our club, as well as require participation in associated activities by people from any group that is under-represented in the club or has difficulty accessing it.

4.3. We require all other codes of conduct, policies and procedures to consider and address equality and inclusion.

## **Complaints and compliance**

5.1. Crewe Alexandra Football Club regard all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in Appendix 1 as unacceptable. A zero-tolerance approach will be taken by the Club and appropriate action will be taken against any player, employee, Board member, participant in community programmes, matchday fans, and other people engaged with the club's activities who is found, after a full investigation, to have violated the Club's Equality Policy.

5.2. If a player or member of staff or volunteer believes they have been treated in such a way that is in direct conflict with this Equality Policy, the matter should normally be reported immediately to their line manager or the Club DSO / Matchday Safeguarding Officer. Where a

complaint is made, the Grievance or the Harassment Procedure will be followed. All allegations will be taken seriously and investigated promptly and impartially.

5.3. Matchday fans can use the Kick it Out reporting text line, website; contact the Club's Matchday Safeguarding Officer, Beverley Dyer on 07733 077611, or the Senior Safeguarding Manager, Andrew Blakemore on 07775 896669. Alternatively, they may report the behaviour to a matchday steward.

5.4. All individuals should feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so. Reports of allegations will be treated in a private and confidential manner. In doing so, we are working towards being legally compliant in relation to equality legislation. Any person against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

5.5. Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

## **Education & Training**

6.1. Crewe Alexandra Football Club will commit to a programme of raising awareness and educating stakeholders, 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.

6.2. The Club provide a rolling training programme for all First Team players and employees which will include the elements detailed in section 3 of this policy.

6.3. All Academy players and staff will receive regular workshops and training dedicated to Equality, Diversity and Inclusion each season.

## **Monitoring & Evaluation**

7.1. Crewe Alexandra FC will implement regular annual equality audits of the board of directors, employees, volunteers, fans and participants to assess the level of participation of different sections of the community in the club and will take account of the findings in developing measures to promote and enhance equality in the Club. The audit findings will be presented to the club board.

## **Summary**

Crewe Alexandra 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 team can 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. This Equality Policy will be reviewed and updated annually or upon change in legislation or relevant incident.

## APPENDIX 1

**Legal rights:** The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society and sets out the different ways in which it's unlawful to treat someone. Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics' (see Introduction for further details). Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. 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.

**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 particular 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.

## Useful contacts

<b>Academy Manager</b>	Aidan Callan	Mobile: 077887 562 210	Email: acallan@crewealex.net
<b>Designated Safeguarding Officer</b>	Paul Antrobus	Mobile: 07788 432 463	Email: pantrobus@crewealex.net
<b>Player Care co-ordinator</b>	Emma Porter	Mobile: 07467 526445	Email: eport@crewealex.net