



Equality and Diversity Policy

1. Policy Statement

Crewe Alexandra Football Club is committed to eliminating discrimination and to both encouraging and valuing diversity within all of its activities and services. Crewe Alexandra Football Club aims to create a culture; that respects and values each individual's differences, in a way that promotes inclusion, respect, dignity, equality and diversity in order to create an environment in which individuals can develop and achieve their full potential.

We expect this commitment to be mirrored by and contributed to by all of our participants, players, parent/guardians, staff, partners, suppliers, and match-day fans.

We recognise our responsibilities under the Equality Act 2010 and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010. And we are alert to and acknowledge the increasing diversity within our teams, participants and workforce.

2. Purpose

CAFC endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in the club whether as players, match-day fans, staff, Board members, participants in outreach programmes and other people engaged with the club's activities (for example, suppliers, corporate partners):

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, communication differences, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, nationality or national origin; heritage, gender/gender identity or sexual orientation; and

- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their engagement at the club without the threat of intimidation, victimisation, harassment, bullying and abuse.

The club is committed to avoiding and eliminating unfair discrimination of any kind in the club and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, victimisation or bullying. Crewe Alexandra endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in the club whether as players, match-day fans, staff, Board members, participants in outreach programmes and other people engaged with the club's activities (for example, suppliers, corporate partners):

3. Legal obligations

CAFC is committed to avoiding and eliminating unfair discrimination of any kind in the club and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, victimisation or bullying. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

4. Principles

Crewe Alexandra Football Club's is committed to:

- creating an environment in which individual differences and contributions of all our employees, academy members, trustees and volunteers are recognised and valued.
- creating an environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated, in line with our Anti-Bullying and Harassment policy. Any complaints of bullying and harassment will be treated seriously and should be raised using our Grievance Procedure. All complaints will be investigated and, where appropriate, our Disciplinary Procedures will be followed.
- Ensuring that training, development and progression opportunities are available to all. As part of this commitment, all employees / volunteers and apprentices / young people will be given equality of opportunity in respect of; recruitment, training and assessment, and in promotion solely on their merits, abilities and potential.
- Promoting equality in the workplace, which it believes is good management practice and makes sound business sense.
- Regularly reviewing all employment and volunteering practices and procedures to ensure that no job applicants, staff, academy members, trustees or volunteers are treated less favourably than others.
- Regularly reviewing our services to ensure they are accessible and appropriate to all groups within society.
- Treating any breaches of equality policy seriously and to taking appropriate disciplinary action, when required, in accordance with our Disciplinary Policy and Procedures.
- providing information and training to all employees, academy members, trustees

and volunteer so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.

- Ensuring that the policy is fully supported by the Board and trustees.
- reviewing this Equality and Diversity Policy on an annual basis.
- regularly monitoring progress made against this Policy through Academy and Heads of Department meetings.

5. Responsibility

Beverley Dyer (Stadium Operation Manager) is Crewe Alexandra's Inclusion and Anti-Discrimination Officer and has direct and overall responsibility for the implementation of the Equality and Diversity Policy, at the Football Club (including Crewe Alexandra F.C.'s Football in the Community Scheme), with the support of the executive committee.

All employees, academy members, trustees and volunteers have individual responsibility to:

- Follow procedures to ensure equal opportunity and to be non-discriminatory.
- To draw the attention of management to suspected or alleged discriminatory practices.
- Report any concerns where there are welfare or safeguarding implications to the Club's Designated Officer (DSO)
- To refrain from harassing or intimidating other; employees, academy members, trustees, volunteers, visitors or opponents of Crewe Alexandra Football Club on any of the grounds cited in the policy statement.

6. Complaints and Compliance

Crewe Alexandra considers all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned with ensuring 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 player, match-day fan, staff, Board member, participant in outreach programmes and other people engaged with the club's activities who fail to comply with Crewe Alexandra's Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a player, match-day fan, staff, Board member, participant in outreach programmes and other people engaged with the club's activities should, in the first instance, complain to that person. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Crewe Alexandra itself, the person may raise the matter directly with the Club's Equality Lead or Designated Safeguarding Officer.

Crewe Alexandra will investigate the complaint and appoint a person to do this. The investigation will be conducted impartially, confidentially, and without avoidable delay. 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.

The parties in question will be notified of the outcome of the investigation, in writing, and reported to the Crewe Alexandra Board. If the investigation reveals unacceptable discriminatory behaviour on the part of a person or organisation, Crewe Alexandra may impose sanctions on that person or organisation in line with its policies. Sanctions may range from a written reminder concerning future conduct extending to temporary or permanent expulsion from Crewe Alexandra activities. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take into account any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, a referral will be made to the Police and any action will be held by the club pending the outcome of a Police investigation. In these circumstances the individual who is the subject of concerns will be suspended from all club activities during the course of an investigation as a neutral act to protect all parties.

In the event that an individual or organisation associated with Crewe Alexandra is subject to allegations of unlawful discrimination in a court or tribunal, the Crewe Alexandra Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

7. Reporting Concerns

Club Equality Lead

Beverley Dyer

E: bdyer@crewealex.net

T: 01270 213014

M: 07733 077611

Club Designated Safeguarding Officer (DSO)

Paul Antrobus

M: 07788 432463

Email: pantrobus@crewealex.net

Andrew Blakemore, Senior Safeguarding Manager (Company Secretary / Finance Operations Manager)

E: ablakemore@crewealex.net

T: 01270 213014

M: 07775 896669

Police:

Emergency: 999

Local: Call 101 and ask for Cheshire Constabulary's Child Protection Team

EFL Safeguarding Manager:

Alexandra Richards

Tel: 07792 284740

Email: arichards@efl.com

Approved By	Version	Issue date	Review date	Contact person
Board	5	April 2018	April 2019	Paul Antrobus

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 to, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, 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 are 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 particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

It is unlawful when a disabled person is treated unfavourably because of something connected with their disability and such unfavourable treatment cannot be justified. 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.

¹ 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.