



Crewe Alexandra Football Club Equality and Diversity Policy

Approved by	Version	Issue date	Review date	Contact person
Board	4	May 2021	May 2022	Andrew Blakemore

Policy Statement:

Crewe Alexandra Football Club is committed to encouraging and eliminating discrimination in football and within our business. Crewe Alexandra Football Club aims to create a culture; that respects and values each other's differences, that promotes dignity, equality and diversity and that encourages individuals to develop and maximize their true potential. We are committed, wherever practicable, to achieving and maintaining a workforce and academy that broadly reflects the local community in which we operate.

Purpose:

The purpose of this policy is to provide equality and fairness for all our employees, volunteers, players and service users where there is zero tolerance of prejudicial attitudes, behaviours or discrimination in relation to protected characteristics within UK legislation. Kick It Out is committed to equality, inclusion and anti-discrimination. The organisation will continue challenging discriminatory behaviours and promoting equality and inclusion in football. CAFC understands the importance of raising awareness, education, investigating concerns and complaints, widening diversity and opportunities for under-represented groups and individuals, as well as promoting diverse role models.

Principles:

Crewe Alexandra Football Club (CAFC) is committed to promoting inclusion and to confronting and eliminating discrimination within its services and activities in respect of the following 'Protected Characteristics' outlined within the Equality Act 2010:

- Age
- Disability
- Sex
- Gender Reassignment /gender identity
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including ethnic origin, colour, nationality and national origin),
- Religion or Belief
- Sexual Orientation

We also recognise that all disability is not visible and as such includes communication and learning differences (including Autistic Spectrum Disorder, Dyslexia etc.).

The Club seeks to ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to participate in, and make use of, its services.

All fans, players, staff, volunteers and participants and other people engaged with the Club's activities can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to engage with our staff and representatives in an environment free from discrimination.

Crewe Alexandra Football Club's commitment to Equality and Diversity is:

- To create an environment in which individual differences and contributions of all our employees, players, trustees and volunteers are recognised and valued.
- To create 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 reported to the Designated Safeguarding Officer who will progress this through either the Club's Safeguarding Children or Safeguarding Adults Procedures or Grievance Procedures as appropriate. All complaints will be investigated and, where appropriate, our Disciplinary Procedures will be followed.
- To ensure 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.
- To promote equality in the workplace, which it believes is good management practice and makes sound business sense.
- To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, staff, players, trustees or volunteers are treated less favourably than others.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.
- To treat breaches of equality policy seriously and to take disciplinary action, when required, in accordance with our Disciplinary Policy and Procedures.
- To provide information and training to all employees, players, trustees and volunteer so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
- To ensure the policy is fully supported by the Executive Committee.
- To review this Equality and Diversity Policy and its implementation on an annual basis.
- To regularly monitor progress made against this Policy through Internal Group meetings.

Responsibility:

Beverley Dyer (Crewe Alexandra Football Club, EDI Lead) and Mark Beavan (Equality Champion) have the 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, players, 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.
- To refrain from harassing or intimidating other; employees, players, trustees, volunteers, visitors or opponents of Crewe Alexandra Football Club on any of the grounds cited in the policy statement.
- Report any concerns about inequitable or discriminatory practices or behaviour without delay to either the Equality Diversity and Inclusion Lead or the Equality Champion.

Reporting Contacts:

EDI Lead:	Beverley Dyer	Tel:	Mob: 07733077611
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Equality Champion:	Mark Beavan	Tel:	Mob: 07793972644
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Academy Manager:	Aidan Callan	Tel:	Mob: 077887 562 210
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Designated Safeguarding Officer:	Paul Antrobus	Tel:	01270 213014
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