

Equality, diversity and inclusion policy

We as a club are committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our membership, not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in benefits, terms and conditions of membership, dealing with grievances and discipline, dismissal, training or other opportunities

The organisation commits to:

- Encourage equality, diversity and inclusion in the club as they are good practice and make sense
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training leaders and all other club volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include people conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they, as well as their club, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their membership, against fellow members, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the club's activities.

Such acts will be dealt with as misconduct under the club's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without

notice.

Further, sexual harassment may amount a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning members being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the club regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by senior figures and the club executive

Details of the club's grievance and disciplinary policies and procedures can be found at <https://tovevalleyfc.co.uk/club-documents/>. This includes with whom a member should raise a grievance – usually their safeguarding rep.