



## **HADDINGTON ATHLETIC FOOTBALL CLUB**

### **DIVERSITY & INCLUSION POLICY**

**Haddington Athletic FC** (hereinafter called "the club") is committed to encouraging equality, diversity and inclusion in our club and in eliminating unlawful discrimination.

The aim is for our club to be truly representative of all sections of society and our members, and for each individual to feel respected and able to give their best.

The club is also committed against unlawful discrimination of members, visitors or supporters.

This policy's purpose is to:

- provide equality, fairness and respect for all in our club whether temporary, part-time or full-time.
- not unlawfully discriminate against, because of the Equality Act 2010 protected characteristics, 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.

The Club commits to:

- Encourage equality, diversity and inclusion in the club, as they are good practice and make good business sense
- Create 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 instructing all members about their rights and responsibilities under this equality, diversity and inclusion policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

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

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

- 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 club.
- Decisions concerning members and players being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment 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 membership 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.

This equality, diversity and inclusion policy is fully supported by Senior Club Officials and has been agreed with all Committee Members.

**Reviewed: 1<sup>st</sup> January 2021**