



## Burton Albion Football Club

### Equality Code of Practice

Burton Albion is committed to ensuring that equality of opportunity is at the very heart of everything we do to ensure we provide fair and non-prejudicial access to the services across the Club.

We uphold everyone's freedom of rights and choice to be different and aim to provide opportunities for everyone to succeed.

It is the policy of Burton Albion Football Club that no person, whether a job applicant, employee, volunteer or customer, shall be discriminated against. The Club opposes all forms of unlawful and unfair discrimination, either direct or indirect, or harassment, on the grounds of the following "Protected Characteristics": Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

Our aim is to ensure that in carrying out its activities the Club will have due regard to:

- Promoting equality of opportunity across all activities of the Club and in doing so ensure that all staff, volunteers and customers enjoy a safe environment free from discrimination, harassment and bullying
- Ensuring that all staff, volunteers, customers and participants have equal access to services that are made available by the Club and its partners
- Promoting good relations between people of a diverse background
- Ensuring all staff have equal access to opportunities for personal, professional development, career progression and promotion opportunities
- Eliminating unlawful discrimination

The Chairman and Board of Directors will have overall responsibility for our Equality Code of Practice Policy and for supporting and implementing any actions necessary. They will monitor action plans and evaluate and review the policy every three years, unless a breach signifies earlier review.

The Senior Manager shall ensure that staff are informed about the policy and that all participants of the Club, and parents and carers, are aware of the policy. It is the Senior Manager's responsibility to oversee the effectiveness of the policy and to ensure that they help to create a working environment in which all individuals are valued and oversee implementation of the policy.

The Senior Manager shall ensure that persons not employed by the Club, but who are involved with the Club or who are engaged to carry out work, such as subcontractors, are required to observe the terms of the policy. The Chairman and Board of Directors will take appropriate action on any report that the behaviour or actions of staff have not complied with the spirit of this policy. Breaches of the policy and code of practice will be treated as a serious disciplinary matter. Employees should draw to the attention of management any unlawful discriminatory practices that they become aware of. The Senior Manager shall ensure that working practices are reviewed regularly to ensure that they



comply with the terms of this policy. Appropriate action shall be taken to amend any practices which fail to uphold and promote equality of opportunity.

The Senior Manager shall monitor the effectiveness of the policy and report to the Club's board on the effectiveness of it.

All participants of the Club shall understand how the policy relates to them, appropriate to age and ability and be expected to act in accordance with the policy.

Definitions under the principles of the Equality Act 2010 discrimination can only take place in connection with the "Protected Characteristics". There are various types of discrimination. In fact, a particular event could give rise to more than one type of discrimination.

The main types of discrimination are:

**Direct Discrimination:** This happens where someone is treated less favourably than another because they have a "Protected Characteristic" or they are thought (perceived) to have a "Protected Characteristic". It can also happen because they are associated with someone who has a "Protected Characteristic". This type of discrimination applies to all "Protected Characteristics".

**Associative Discrimination:** This is direct discrimination and happens where someone is treated less favourably because they associate with another person who possesses a "Protected Characteristic". This type of discrimination applies to the following "Protected Characteristics": Race, Religion or Belief, Sexual Orientation, Age, Disability, Gender Reassignment and Sex.

**Perceived Discrimination:** This is direct discrimination and happens where someone is treated less favourably because they are perceived to have a particular "Protected Characteristic". So it still applies even if that person does not have the "Protected Characteristic". This type of discrimination applies to the following "Protected Characteristics": Age, Race, Religion or Belief, Sexual Orientation, Disability, Gender Reassignment and Sex.

**Indirect Discrimination:** Indirect discrimination happens where you have a condition, rule, policy or practice that applies equally to everyone, but has the effect of being disadvantageous to a particular group who share a "Protected Characteristic". This type of discrimination applies to all "Protected Characteristics".

**Harassment:** This is unwanted conduct related to a relevant "Protected Characteristic", which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Employees can also complain of behaviour they find offensive, humiliating etc, even if not directed to them and they need not have the relevant "Protected Characteristic" themselves. Likewise, employees will now also be protected from harassment because of a perception or association and harassment from third parties such as clients or customers. This type of discrimination applies to all "Protected Characteristics".

**Victimisation:** This happens when an employee is treated less favourably because they have made or supported a complaint or raised a grievance under the Equal Opportunities Policy, or they are expected to do so. (They will not be protected if they have maliciously made or supported an untrue complaint). This type of discrimination applies to all "Protected Characteristics".



## Commitment Statement

Ways in which the Club will fulfil its legal and moral obligations to this policy and meet the requirements and expectations of the Equality Act.

For participants we will:

- Provide a broad and balanced range of services and ensure that they are up to date and relevant to all our participants
- Ensure that reasonable adjustments are made so that all participants can overcome barriers and achieve a level of success
- Endeavour to provide appropriate support to aid the individual needs of participants so that they can engage with services fully
- Regularly review the accessibility of the venues used to deliver our services and take affirmative action swiftly to ensure that the needs of all participants are met
- As a Club, participate in national and international events and awareness days which encompass a range of themes that explore beliefs, British values, and challenge racism, sexism and homophobia to name but a few.

For Staff we will:

- Not discriminate in the provision of general employment conditions or facilities or in terms of pay and benefits.
- Wherever possible, should an employee become disabled during their employment with the Club, make provision for that person to continue to undertake their normal duties through the provision of equipment and or aids or changed working patterns.
- Conduct staff recruitment fairly and on the basis of merit and in line with the Club's Recruitment and Selection Policy
- Ensure that the criteria used to assess performance are free from bias and that this process is carried out in line with the Club's Supervision and Performance Review Policy
- Provide training opportunities for staff ensuring that no employee will receive more or less favourable treatment in terms of access to training provision.

Publication

- We shall ensure that this policy is widely available by publishing on our website

Breaches of the Policy: The Club complaints procedure shall be used initially to deal with any complaints under the Equality Act 2010 and in particular this policy. Breaches of this policy will be dealt with by the Senior Manager in line with the procedure outlined within the complaints policy.

This policy should be read in association with The Recruitment and Selection Policy, The Supervision and Performance Review Policy, The Complaints Policy and 4.9.3, 4.10 of the Company Handbook.