

**Hull and East Yorkshire PFC**

**Equality Policy**

1. SCOPE AND PUPOSE

The Club’s commitment to equality and diversity is reflected in our values:

• Hull and East Yorkshire PFC strives to achieve success for its community – players, club members and supporters

• Players, club members and supporters will be treated with respect and consideration as individuals whose contribution to the Club is recognised

• Equality of opportunity and the promotion of diversity and safeguarding of children and vulnerable adults are commitments which everyone involved in the Club actively pursue

• The willingness to contribute to and respond to change is fundamental to our success

• Clarity and openness of communication are essential throughout the Club.

The Equality Objectives and Implementation Plan, set out how the Club will fulfil its statutory duty to:

• Eliminate discrimination, harassment and victimisation

• Advance equality of opportunity

• Foster good relations

The plan places equality at the centre of our commitment.

The Policy and Equality Objectives are consistent and in line the Equality Act 2010.

The Act protects those who share an aspect of their identity, defined as a ‘protected characteristic’, relating to:

Race Disability Gender Age Sexual orientation Religion and Belief Gender Reassignment Pregnancy and Maternity Marriage and Civil partnership

The Club’s duty, in accordance with the Equality Act 2010, extends to all nine protected characteristics

Equality is defined as:

• Providing equality of opportunity for all regardless, for example, of gender, disability, ethnicity, age, sexual orientation, culture or religion

• The removal of barriers that would otherwise prevent participation fully in society

Diversity may be defined as:

• Recognising, accepting and valuing difference. Difference might relate to gender, abilities and disabilities, ethnic origin, age, sexual orientation, culture, religion or socio-economic group

• Believing that difference shouldn’t be a barrier.

2. STATEMENT OF INTENT

The Club is fully committed to:

• Eliminating discrimination, harassment and victimisation

• Advancing equality of opportunity

• Fostering good relations

The advancement of equality of opportunity is integral to the provision of all services. The Club is firmly committed to the principle that all players, club members and supporters are entitled to equality of opportunity.

The Club will encourage and support the development of a culture in which:

• people’s ability to achieve their potential is not limited by prejudice or discrimination

• there is respect for and protection of each individual’s human rights

• there is respect for the dignity and worth of each individual

• each individual has an equal opportunity to participate in society

• there is a mutual respect between groups based on an understanding and valuing of diversity and a shared respect for equality and human rights.

Our policy reflects the broad range of issues connected with the Club’s mission to serve its various communities and the need to provide equality of opportunity to all. We will:

• comply with the law in advancing equality and where appropriate go beyond the legal requirements

• ensure that all players, club members and supporters succeed and can progress in ways that match their abilities and aspirations

• be an organisation that harnesses the talents of all and does not tolerate any form of discrimination or harassment.

We will judge our success by:

• our progress in improving participation, experience, achievement and progression in areas where there is currently inequality

• our effectiveness in responding promptly and effectively to reports of bullying and harassment

• building action for equality and diversity into our plans and delivering them

• a positive approach to equality and diversity throughout the Club

• obtain the views of players, club members and supporters on how well we are doing

3. LEGISLATIVE FRAMEWORK

The Club will pay due regard to the relevant legislative framework, particularly the Equality Act 2010 which consolidates previous legislation with the aim of:

• Simplifying, streamlining and harmonising the law

• Strengthening the law

• Supporting progress in promoting equality and achieving year on year improvement in outcomes

The Act introduced a Public Sector Equality Duty to:

• Eliminate discrimination, harassment and victimisation

• Advance equality of opportunity

• Foster good relations

The duty covers each of the nine protected characteristics although only the first ‘arm’ of the new duty, ‘to eliminate discrimination, harassment and victimisation’ will apply to marriage and civil partnerships.

The obligation to advance equality of opportunity includes a requirement to:

• Remove or minimise disadvantage experienced by persons who share a protected characteristic

• Take steps to meet the needs of those who share a protected characteristic, particularly where those needs differ from those who do not share the protected characteristic

• Encourage persons with a protected characteristic to participate in public life or any other activities where participation is disproportionately low.

The general duty is underpinned by a new specific duty requiring public sector organisations to:

• To set and publish equality objectives at least every four years

• To publish information, at least annually

In setting its Equality Objectives the Club will consider:

• All ‘arms’ of the general duty

• All functions and activities, including employment functions, service delivery, and contracted out functions. Some functions will be relevant to all protected characteristics, such as staff recruitment, others might only be relevant to one ‘arm’ of the duty or to some, but not all, protected characteristics

• Equality information, including the effect of policies and practices on players, club members, supporters and others who share a protected characteristic

• The information pertinent to each of the objectives and the necessary analysis of that information

• Engagement activities

All information will be published in a way which makes it easy for people to access it.

4. RESPONSIBILITIES

The Committee are responsible for:

• ensuring that the Club meets all of its legislative duties

• ensuring that the Equality Policy and its procedures are followed

• giving a consistent and high profile lead on equality issues

• promoting and advancing equality inside and outside the Club

• making sure the Single Equality Policy and its procedures are followed

• Coordinating work on equality and diversity

• Developing and implementing strategies to address any inequalities identified

The Committee will take overall responsibility for the policy, its implementation, monitoring and review.

Club Secretary is responsible for:

• putting the policy and its strategies and procedures into practice

• making sure all players and club members know their responsibilities and receive support and training in carrying these out

• following the relevant procedures and taking action against players, club members and supporters who discriminate, harass or victimise those who share a protected characteristic

All players, club members and supporters have a responsibility to:

• ensure that they are aware of the Club’s statutory duties in relation to equality legislation

• eliminate discrimination that is unlawful

• eliminate harassment and victimisation of those who share the protected characteristics

• promote positive attitudes towards all

• advance equality of opportunity

5. ENGAGEMENT

The Club will seek to actively engaging those from protected groups in policy and decision-making activities including the development of the Club’s Equality Objectives.

To ensure that involvement will be accessible to all, a range of methods will be employed, including:

• satisfaction surveys

• consultation with discrete focus groups that include representation from protected groups

6. IMPACT ASSESSMENT

Impact assessments of policies and procedures are undertaken to ensure that Club’s activities do not inadvertently disadvantage people because of their gender, ethnicity, disability, age, sexual orientation, religion or belief, pregnancy or maternity and that opportunities to better promote equality are identified and taken.

• A review schedule has been established for all policies

• Policies and strategies requiring full impact assessment will be subject to consultation which will include a consideration of the extent to which protected groups might be disadvantaged

• The person(s) responsible for the policy will review and amend it in the light of feedback from consultation

7. MONITORING AND EVALUATION

The Committee will monitor the effectiveness of the Equality Policy, identifying areas for action. The Equality Policy and Equality Objectives will be reviewed and revised at least every four years, with a report on progress towards the achievement of the Equality Objectives published annually. The Annual Report will be disseminated throughout the Club and published on the Club website.

The Annual Report will incorporate information on:

• the effect of policies and practices on players, club members, supporters and others who share a protected characteristic

• the progress towards each of the equality objectives based upon an analysis of information relevant to each of the objectives

• details of the information analysed to determine the progress towards the achievement of the equality objectives

• details of engagement activities carried out