



Equality Policy (reviewed Jan 2024)

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

The Equality, Diversity and inclusion Lead shall ensure that staff are informed about the policy and that all participants of the Club, parents and carers, are aware of the policy. They will 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 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 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.

Appropriate action shall be taken to amend any practices which fail to uphold and promote equality of opportunity.

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”.

Andy Holt (Majority Shareholder and Chairman)  _____

Virginia Hargreaves (Financial Director)  _____

Tom O’Neill (Legal Director)  _____

David Burgess (Managing Director)  _____

February 2024