**Equality, Diversity and Inclusion Policy**

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| **Approved By**  | **Version**  | **Issue date**  | **Review date**  | **Contact person / role** |
| Board  | 2 | Mar 2022 | Mar 2023 | Designated Trustee Trust CEO  |

**Introduction**

This Equality, Diversity & Inclusion Policy has been written to underpin and inform all other policies where these issues are relevant. Every policy must be read in conjunction with this policy and all procedures must follow the guidelines laid out below.

Bristol Rovers Community Trust acknowledges that the English Football League (EFL) has a responsibility to set the standards, values and expectations for all Community Trusts in relation to equality, inclusion, diversity, abuse, harassment, bullying and anti-victimisation both physical and verbal. It is the Community Trust’s belief that football should be accessible to everyone who wishes to participate in it whether as a player, official, member of staff or fan with this in mind the Community Trust have appointed a quality lead and disability liaison officer.

The aim of this policy is to promote, both internally and externally, the Community Trust’s equality and diversity objectives and in turn to ensure that everyone is treated fairly and with respect and that Bristol Rovers Community Trust is equally accessible to all; it is considered a Community Trust of choice. All those operating within the footprint of the Memorial Stadium and other venues associated with Bristol Rovers Community Trust be they employees, volunteers, fans or contractors should abide and adhere to this Policy and to the requirements of the Equality Act 2010. This not only demonstrates legal compliance but also a positive mindset and demonstration of fairness and respect to each other.

Bristol Rovers Community Trust’s commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of sex, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation and to truly encourage equal opportunities (the 9 protected characteristics under the Equality Act 2010).

The accountability and responsibility for this policy (an all related procedures including mental health) sits with the Board of the Trust and the CEO. Trustees, the management team and other senior staff understand the relevance of EDI as set out in their job descriptions. A nominated Trustee will have overall responsible for the implementation of this policy across all Trust activities and operations.

The aim of Bristol Rovers Community Trust is to ensure that everyone is treated fairly and with respect. The Community Trust will provide access and opportunities for everyone, both internally and externally, to maximise their opportunities to take part in and enjoy the activities that are taking place. All fans, members of staff, visiting teams, volunteers, officials and contractors can be assured that their views, rights, dignity and feelings are respected and they are able to work and watch activities that are taking place in a positive environment without the threat of intimidation, victimisation, harassment or abuse.

**Complaints and compliance**

Bristol Rovers Community Trust treats all forms of discriminatory behaviour (the list below is not exhaustive) as unacceptable and wishes to ensure that individuals and groups are able to raise any grievances or complaints relating to such behaviour without fear of being adversely affected or subsequently victimised. Appropriate disciplinary action will be taken against any employee, volunteer, fan or contractor who is found, after a fair and full investigation, to have breached this policy.

**Positive Action and Training**

Bristol Rovers Community Trust is committed to supporting the EFL’s Code of Practice and to demonstrate its wish to comply and so will commit to a programme of raising awareness and education. It will also investigate concerns and if necessary apply proportionate sanctions plus it will seek to promote role models and widen the understanding of diversity issues throughout the Community Trust and the wider surrounding communities all in an effort to promote inclusion and eradicate discrimination and victimisation within the football family.

**EDI Reviews, Decision Making and Risk Management**

The Trust will perform annual EDI reviews and produce an action plan for areas of improvement as well as highlighting existing good practice. The findings from these reviews will help inform decision making at the Trust as well as our risk management strategy. A programme of EDI reviews will be carried out for key HR policies as well as the Trusts activities. This review and action plan will allow the Trust demonstrate the changes required / made to improve EDI performance. EDI will be embedded across all aspects of the Trusts activities and operation and any findings from this review will influence decision making and risk management strategies to maximise our adherence and commitment to EDI.

This Equality Policy will be reviewed and updated on an annual basis or sooner if required.

**APPENDIX – Relevant legislation and forms of unacceptable discrimination The Equality Act** came into force in April 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination. The Equality Act was introduced to strengthen protection, advance equality and simplify the law. Its purpose is to eliminate discrimination, harassment and victimisation, advance equality of opportunity between people who share a characteristic and those who do not and foster good relations between people who share a characteristic and those who do not.

These characteristics, known as ‘Protected Characteristics’ are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

Be aware that pregnancy and maternity does not include protection by association or assumption – a woman is therefore only protected from discrimination on the grounds of her own pregnancy.

It is essential that all staff at Bristol Rovers Community Trust have a clear understanding of the following terms (as contained on the Equality and Human Rights glossary list):

**Associate discrimination:** Where a victim of discrimination does not have a protected characteristic but is discriminated against because of their association with someone who does.

**Direct discrimination:** Less favourable treatment of a person compared with another person because of a protected characteristic.

**Indirect discrimination:** The use of an apparently neutral practice, provision or criterion, which puts people with a particular protected characteristic at a disadvantage compared with others who do not share that characteristic.

**Harassment:** Unwanted behaviour that has the purpose or the effect of violating a person’s dignity or creates a degrading, humiliating, hostile, intimidating or offensive environment.

**Perceptive discrimination:** The belief that someone has a protected characteristic, whether or not they do have it.

**Discrimination arising from disability**: This is when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified which is unlawful. This mode of discrimination relates solely to disability.

**Positive action:** Refers to a range of lawful actions that seek to overcome or minimise disadvantages (e.g. in employment opportunities) that people who share a protected characteristic have experienced, or to meet their different needs.

**Positive discrimination:** Treating someone with a protected characteristic more favourably to counteract the effects of past discrimination. It is generally not lawful although the duty to make reasonable adjustments is an exception where treating a disabled person more favourably may be required by law.

**Victimisation:** Subjecting a person to detrimental treatment because they have done a protected act or there is a believe that they have done a protected act i.e. bringing proceedings under the Act; giving evidence or information in connection with proceedings under the Act; doing any other thing for the purposes or in connection with the Act; making an allegation that a person has contravened the Act.

**Bullying**: Is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate, or undermine an individual.

Further information and guidance on the Equality Act 2010 can be found at:

https://www.gov.uk/equality-act-2010-guidance

# Equal Opportunities Policy

**Introduction**

**Policy Statement**

Bristol Rovers Community Trust is committed to achieving a working environment, which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital and civil partnership status, gender reassignment, disability, religion and belief, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Community Trust and to encourage full contribution from its diverse community. The Community Trust is committed to actively opposing all forms of discrimination.

The Community Trust also aims to provide a service that does not discriminate against its customers in how they can access the services and goods supplied by Bristol Rovers FC. The Community Trust believes that all employees, volunteers and clients are entitled to be treated with respect and dignity.

**Objectives of this Policy**

To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.

To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

**Designated Officer**

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| --- | --- |
| Name: | David Parker |
| Position: | Safety Officer |
| Telephone Number | 07557443343 |

**Definition of Discrimination**

Discrimination is unequal or differential treatment which leads to one person being treated more orless favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital and civil partnership status, gender reassignment, disability, religion and belief, age or sexual orientation. Discrimination may be direct or indirect, and includes discrimination by perception and association.

**Types of Discrimination**

**Direct Discrimination**

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

**Indirect Discrimination**

This is the application of a policy, criterion or practice which the employer applies to all employees or volunteers but which is such that:

* It is it detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents;
* The employer cannot justify the need for the application of the policy on a neutral basis; and
* The person to whom the employer is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees or volunteers must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.

**Harassment**

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

**Victimisation**

This occurs when a person is treated less favourably because they have bought or intend to bring proceedings or they have given or intend to give evidence.

**Unlawful Reasons for Discrimination**

**Sex**

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women and those undergoing or intending to undergo gender reassignment. Sexual harassment of men and women can be found to constitute sex discrimination.

Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

**Age**

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.

**Disability**

It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services and ability to be employed, trained, or promoted as a non-disabled person.

**Race**

It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

**Sexual Orientation**

It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because s/he is homosexual, heterosexual or bisexual.

**Religion or Belief**

It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

**Positive Action in Recruitment**

Under the Equality Act 2010, positive action in recruitment and promotion applies as of 6 April 2011. ‘Positive action’ means the steps that the Community Trust can take to encourage people from groups with different needs or with a past record of disadvantage or low participation, to apply for positions within the Community Trust.

If the Community Trust chooses to utilise positive action in recruitment, this will not be used to treat people with a protected characteristic more favourably, it will be used only in tie-break situations, when there are two candidates of equal merit applying for the same position.

**Reasonable Adjustments**

The Trust has a duty to make reasonable adjustments to facilitate the employment of a disabled person. These may include:

* Making adjustments to premises;
* Re-allocating some or all of a disabled employee’s duties;
* Transferring a disabled employee to a role better suited to their disability;
* Relocating a disabled employee to a more suitable office;
* Giving a disabled employee time off work for medical treatment or rehabilitation;
* Providing training or mentoring for a disabled employee;
* Supplying or modifying equipment, instruction and training manuals for disabled employees; or

Any other adjustments that the Community Trust considers reasonable and necessary provided such adjustments are within the financial means of the Community Trust.

If an employee has a disability and feels that any such adjustments could be made by the Community Trust, they should contact the Designated Officer.

Bristol Rovers FC include volunteers and fans when considering reasonable adjustments as they seek to make the Community Trust an employer of choice and its venues as locations of choice for employees, volunteers and visitors.

**Responsibility for the Implementation of this Policy**

All employees and volunteers at the Community Trust are required to act in a way that does not subject any other employees, volunteers or visitors to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy and maternity, marital and civil partnership status, gender reassignment, disability, religion and belief, age or sexual orientation.

The co-operation of all employees and volunteers is essential for the success of this Policy. Senior employees and volunteers are expected to follow this Policy and to try to ensure that all employees, volunteers and visitors do the same.

Employees or volunteers may be held independently and individually liable for their discriminatory acts by the Community Trust and in some circumstances an Employment Tribunal may order them to pay compensation to the person who has suffered as a result of discriminatory acts.

The Community Trust takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

**Arrangements for Reporting and Managing Incidents and Allegations of Discriminatory Actions / Behaviour**

If an employee or volunteer is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the disciplinary process.

**Advice and Support on Discrimination**

Employees or volunteers may contact their employer for guidance.

Other contacts include:

**Equality and Human Rights Commission**

Website: www.equalityhumanrights.com

**Citizens Advice Bureau**

Website: www.citizensadvice.org.uk

**Community Legal Services Direct**

Website: [www.clsdirect.org.uk](http://www.clsdirect.org.uk)

**The Extent of the Policy**

The Community Trust seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees. The Community Trust offers goods and services in a fashion that complies with the spirit of this Policy.

This Policy does not form a part of any employment contract with any employee or volunteer and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Community Trust.

Bristol Rovers Community Trust reserves the right to amend and update this Policy at any time.