



## **Grimsby Town Sport and Education Trust Equality Policy**

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Date Created	<b>October 2016</b>
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Drafted by	<b>Martin George</b>
Approved by Board	<b>October 2016</b>

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**“Equality is about being different but treated the same.”**

**“Diversity is about valuing and embracing the differences in people”**

## **1. Purpose**

The Football League is responsible for setting the standards, values and expectations of all Clubs in relation to equality, inclusion and diversity. Football is for everyone; it belongs to, and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member or spectator.

## **2. Aim**

The aim of Grimsby Town Sport and Education Trust’s Equality Policy is to promote our own equality objectives and in doing so, help to ensure that everyone is treated fairly and with dignity and respect. All staff and representatives of Grimsby Town Sport and Education Trust should abide and adhere to this Policy and to the requirements of the Equality Act 2010. In doing so, we are working towards being legally compliant in relation to equality legislation.

## **3. Mission Statement**

Grimsby Town Sport and Education Trust’s commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities. These are known as ‘protected characteristics’ under the Equality Act 2010.

The Trust is also committed to engaging with those disadvantaged through socio/economic circumstances for example, those who are homeless, on low income etc.

This Policy is fully supported by the Board of Trustees of Grimsby Town Sport and Education Trust and Nicola Massingham, on the Board of Trustees, is responsible for the implementation of this policy.

Grimsby Town Sport and Education Trust will ensure that it treats everyone fairly and with dignity and respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities. Every staff member, Board member, official, spectator, fan and visiting teams can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

#### **4. Complaints and compliance**

Grimsby Town Sports and Education Trust regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so. Appropriate disciplinary action will be taken against any employee, member or volunteer, spectator or fan who is found, after a full investigation, to have violated the Equality Policy.

The Designated Equality and Diversity Officer for Grimsby Town Sport and Education Trust is;

**Adrian Merrikin who can be contacted on 01472 696481 or by e-mail to [adie@gtset.co.uk](mailto:adie@gtset.co.uk)**

#### **5. Positive Action and Training**

Grimsby Town Sport and Education Trust is committed to equality inclusion and anti-discrimination as part of The Football League's Code of Practice. The Sport and Education Trust will commit to a programme of raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, widening diversity and representation and promoting diverse role models, which we believe are all key actions to promote inclusion and eradicate discrimination within football.

#### **6. Monitoring**

This Equality Policy will be reviewed and updated, if required, every two years, or sooner due to changes in legislation or guidance given as a result of an incident of National importance.

Signed I. Fleming (Chair of Trustees) Date: 12<sup>th</sup> May 2018

## **APPENDIX – Relevant legislation and forms of unacceptable discrimination**

### **Legal rights**

The Public Interest Disclosure Act 1998 states that employees who disclose information on certain matters which they reasonably believe and in good faith will be legally protected from being disciplined, dismissed or victimised by their employer as a result. (see the Trust Whistleblowing policy)

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

### **Forms of discrimination and discriminatory behaviour include the following:**

#### **Direct discrimination**

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

#### **Indirect discrimination**

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

#### **Discrimination arising from disability**

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

## **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

## **Victimisation**

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

## **Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine.

## **Radicalisation and Extremism**

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

'Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

The Prevent duty applies a wide range of public bodies including 'sport'.

The Prevent strategy, published by the Government in 2011, is part of an overall counter-terrorism strategy called CONTEST. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism.

The Prevent strategy has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support;
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

## VERSION CONTROL

Version	Date	Amendment	By Whom