



## SHEFFIELD WEDNESDAY FOOTBALL CLUB

### Equality and Diversity Policy

#### Introduction

The Club endorses the principles of equality and diversity and has practices and policies to promote and help ensure this in practice in all aspects of its activities (particularly in addition to this one, the Club policies concerning Safeguarding Children and Young People and Vulnerable Adults; Recruitment and Selection; Anti Bullying; Complaints and Whistle – blowing).

These policies are widely available from the Club Designated Safeguarding Officer, (tel.no. 07801 231726).

#### Equality

The term 'equality' means that everyone should be treated fairly. It recognises that everyone has individual needs and that they have the right to have their needs respected.

#### Diversity

The term 'diversity' has many definitions, but they all tend to embrace the notion that our background, knowledge, skills, aptitudes and experiences are all different and that our differences should be valued and appreciated.

#### Legal Rights

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 October 2010, the Equality Act 2010 came into force. This harmonised where possible and in some cases extends, protection from discrimination. It applies throughout the UK.

The Act referred to preventing discrimination against “protected characteristics” referred to under “Protection” below. This means that individuals will be protected from discrimination if they have a protected characteristic, are assumed to have it, associate with someone who has it or who is assumed to have it.

#### Protection

- Will not bully or discriminate against others including those with the protected characteristics under the **2010 Equality Act, namely: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.**

- There are seven different types of discrimination:
  - Direct discrimination: discrimination because of a protected characteristic.
  - Associative discrimination: direct discrimination against someone because they are associated with another person with a protected characteristic. (This includes carers of disabled people and elderly relatives, who can claim they were treated unfairly because of duties that had to carry out at home relating to their care work. It also covers discrimination against someone because, for example, their partner is from another country.)
  - Indirect discrimination: when you have a rule or policy that applies to everyone but disadvantages a person with a protected characteristic.
  - Harassment: behaviour deemed offensive by the recipient. Employees can claim they find something offensive even when it's not directed at them.
  - Harassment by a third party: employers are potentially liable for the harassment of staff or customers by people they don't directly employ, such as a contractor.
  - Victimisation: discrimination against someone because they made or supported a complaint under Equality Act legislation.
  - Discrimination by perception: direct discrimination against someone because others think they have a protected characteristic (even if they don't).
  - Bullying: personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

## **Implications**

The Club will encourage and promote equality and diversity by:

- Treating everyone fairly and with respect and providing access and opportunities for all members of the community to take part in and enjoy its activities.
- No longer asking a prospective employee about their health before offering them work, unless an essential requirement for the job or monitoring diversity.
- Not treating an employee unfavourably because of something connected to a disability such as spelling mistakes because of dyslexia.
- Recognising that employees with a disability can now claim a particular rule or requirement disadvantages people with a certain disability.

- Not discriminating against someone who is or has changed their gender (the 'gender reassignment' protected characteristic) - for example, if they take time off work for the process.
- Recognising that mothers are allowed to breastfeed in public (on premises) - they can't be asked to go to a more private place.
- Recognising that staff are now free to discuss wages with each other.
- Providing related training to inform and educate the Club`s staff
- Taking action where the procedures and principles in this policy have not been followed and investigating accordingly.

Signed: Chairman and Board Director – 23<sup>rd</sup> May 2017 and CEO (Board Director) April 2018

**April 2018**

Rlg/Club DSO