



The Hive London Stadium

Camrose Avenue

Edgware

HA8 6AG

Equality, Diversity & Inclusion Policy Version 1

## **Equality, Diversity & Inclusion Policy**

### **1. Board Statement:**

The Board of Barnet Football Club and CEO (Natasha Kleanthous) are publicly accountable for Equality and will receive regular updates on the Barnet Football Club activities and the implementation of the Equality Policy from a member of staff board. It is the role of the Board and CEO to address any actual or potential breaches of the policy.

### **2. Role & Responsibilities of the Equality Champion**

The Equality Champion will advise the Board on an ongoing basis on policy and strategy with regards to all equality matters and to support the EFL Equality Code of Practice submission. This includes advising the Board on opportunities to increase membership through the engagement of equality groups, and to inform the Board of any business risk relating to current equality and other policies and procedures.

The Equality Champion will chair or attend any internal equality sub-groups and provide the link between the group and the Board. They will also advise and promote the equality work of the organisation publicly and internally, attend any disciplinary hearings which are the subject of an equality issue and to be responsible for ensuring that the Equality Action Plan is being resourced and implemented, and monitoring information against the progress of the Plan is communicated to Board, staff and members on an annual basis.

### **3. Equality role statement from the board:**

The Member of staff will have responsibility for overseeing the delivery of their specific task of the Equality Action plan, reporting regularly to senior management

All employees have responsibilities to respect, act in accordance with and thereby support and promote the intentions of the Barnet Football Club Equality Policy and Equality activities and where appropriate, individual work programmes will be amended to include Equality related tasks.

### **4. CEO Role within Equality:**

The Barnet Football Club CEO will be responsible for monitoring the implementation of the Barnet Football Clubs Equality Policy. They will have overall responsibility for overseeing the delivery of the Equality Action Plan and the overall progress of Equality within the Barnet Football Club Structures.

### **5. Delivery of Roles and Responsibilities:**

The CEO will oversee and supervise all matters relating to Equality using the Barnet Football Club Equality Champion to implement and deliver the Action Plan on a day-to-day basis. Currently the CEO is Natasha Kleanthous and the Equality Champion is Andrew Wigley.

## 6. Policy Statement

Barnet Football Club endorses the principle of Equality and is committed to ensure that everyone who wishes to be involved with Barnet Football Club, regardless of their role, current or potential:

- have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, regardless of their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights and dignity and individual worth are respected and valued, and in particular that they are able to be involved and participate without the threat of discrimination, intimidation, victimisation, bullying, harassment or abuse.

## 7. Policy Objectives

This Policy has the following objectives:

- To promote fair and equitable treatment for everyone involved with Barnet Football Club, in whatever capacity.
- To ensure that no one working for, wishing to work for or working on behalf of Barnet Football Club receives less favourable treatment on the grounds set out in 1.
- To adopt a planned approach (strategically and operationally) to eliminating perceived barriers which discriminate against or exclude particular groups.
- To give clear guidance and communication to all individuals who, either administer an area of Barnet Football Club or work for Barnet Football Club on its commitment to Equality.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equal opportunity for all except where specific situations or conditions properly or reasonably prevent this.
- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of Barnet Football Club and all relevant public statements made on behalf of Barnet Football Club reflect its commitment to equality and inclusion.

## 8. Scope

This Policy applies to all current and potential employees (temporary), workers, Directors, Co-optees, consultants, agents, sub-contractors, volunteers, and any other person providing services on behalf of Barnet Football Club (“associated persons”). The Policy extends to all activities of Barnet Football Club.

## 9. Policy Overview

Barnet Football Club is committed to remove and eliminate any direct or indirect discrimination of any form or kind within Barnet Football Club structures and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to discrimination, harassment, victimisation or bullying.

Examples of relevant legislation and the behaviours in question are given in Appendix A.

## 10. Positive Action

The principle of Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of barriers - whether real or perceived - that restrict the opportunity for all to participate equally and fully.

Barnet Football Club will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access Barnet Football Club and participation in associated activities by people from any group that is under-represented or has difficulty accessing it.

Barnet Football Club will furthermore seek to apply employment practices in general, and recruitment and selection practices more specifically, which encourage and support people with protected characteristics to gain access to work or training.

## 11. Reasonable adjustments

Barnet Football Club recognises that it has a duty to make reasonable adjustments for disabled persons.

The duty to make reasonable adjustments may include the removal, adaptation or alteration of physical features, if these make it impossible or unreasonably difficult for disabled people to carry out their role. It may also include making changes to working arrangements.

Barnet Football Club will consider all requests for adjustments and where possible will accommodate any reasonable requests. Where appropriate, advice may be sought from specialist agencies.

## 12. Implementation

To achieve these objectives, Barnet Football Club is committed to promote and advance equal opportunity through Barnet Football Club structures which will cover all areas of our organisation. The Equality Champion Role is ultimately responsible for implementing the Policy.

The following steps will be taken to publicise this policy and promote Equality within Barnet Football Club:

- A copy of this Policy will be published on Barnet Football Club website.

- The Board will take full account of the Policy in arriving at all decisions in relation to activities of Barnet Football Club.
- Barnet Football Club will collaborate fully with any practical surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of the findings in developing measures to promote and enhance Equality.
- Barnet Football Club will provide access to training for all of its Board Members and staff to raise awareness of both collective and individual responsibilities.

### **13. Responsibilities**

The Board will review all Barnet Football Club activities and initiatives against the aims of the policy on an annual basis and will report on developments and highlights.

8.2 The Board, or where appropriate a designated project leader, will review any measures or initiatives that Barnet Football Club may institute or take part in to promote and enhance equal.

### **14. Disciplinary Process**

Barnet Football Club reserves the right to audit compliance with the policy from time to time. If you are an employee, a worker or casual staff and misconduct is discovered because of any investigation under this policy the Barnet Football Club disciplinary procedures will be used in addition to any appropriate external measures. Disciplinary action may ultimately lead to dismissal.

## Appendix A - Legal Notes

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 could 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 an individual.

Version	Date	Changes	Action

## Appendix A - Governance, Reporting, Assurance & Continuous Improvement

### 1. Barnet Football Club Commitment

Barnet Football Club is committed to ensuring that everyone attending, working, volunteering or participating at **The Hive London** is able to do so in an environment that is safe, respectful, inclusive and free from sexual harassment, sexual misconduct, bullying, intimidation or abuse.

This commitment extends across every part of the organisation including:

- Barnet FC First Team;
- Barnet FC Academy;
- London Bees;
- The Hive Foundation;
- Matchday Operations;
- Community Programmes;
- Education Programmes;
- Contractors;
- Volunteers;
- Match Officials;
- Visitors;
- Supporters using The Hive London.

The Club adopts a zero-tolerance approach towards all forms of sexual harassment and misconduct and expects everyone representing Barnet Football Club to uphold the highest standards of behaviour both on and off Club premises.

### 2. Governance and Responsibilities

The Board of Directors has overall responsibility for ensuring Barnet Football Club provides an environment where individuals are protected from sexual harassment and misconduct.

Operational responsibility is delegated to the:

- Board Safeguarding Champion;
- Chief Executive Officer;
- Club Safeguarding Officer;
- Equality Champion;
- Senior Management Team;

- Department Managers;
- Academy Management;
- Matchday Safety Management Team.

Every employee, volunteer, player, coach, contractor and agency worker has an individual responsibility to:

- behave professionally at all times;
- treat others with dignity and respect;
- challenge unacceptable behaviour where appropriate;
- report concerns without delay;
- cooperate fully with investigations;
- maintain confidentiality throughout any investigation.

Managers are expected to lead by example and immediately escalate safeguarding concerns in accordance with Club procedures.

### **3. Reporting, Risk Management and Safeguarding**

Barnet Football Club encourages early reporting of concerns.

Reports may be received through:

- the Club Safeguarding Officer;
- Club Welfare Officers;
- Line Managers;
- the dedicated safeguarding email;
- trusted members of staff;
- emergency services where immediate risk exists.

Where concerns relate to children or adults at risk, safeguarding procedures shall always take precedence.

Following receipt of a concern the Club will consider:

- immediate safeguarding requirements;
- welfare of the reporting person;
- preservation of evidence;
- Police notification;
- Local Authority notification where required;
- Football Association reporting obligations;
- National League reporting obligations;
- risk assessments relating to ongoing participation at Club activities.

Protective measures may include supervised attendance, restricted access, temporary suspension or alternative working arrangements whilst enquiries are undertaken.

#### **4. Training, Awareness and Culture**

Barnet Football Club recognises that prevention is more effective than reaction.

Accordingly the Club promotes awareness through:

- safeguarding induction;
- annual policy familiarisation;
- Equality, Diversity and Inclusion training;
- FA safeguarding training;
- safer recruitment procedures;
- welfare briefings;
- Codes of Conduct;
- player education programmes;
- Academy safeguarding sessions;
- volunteer induction;
- contractor awareness where appropriate.

Managers are expected to reinforce professional standards and challenge behaviours which could undermine the Club's values before they escalate into formal complaints.

#### **5. Monitoring, Assurance and Continuous Improvement**

The effectiveness of this Policy will be monitored through:

- safeguarding audits;
- policy compliance monitoring;
- incident reviews;
- disciplinary outcomes;
- staff feedback;
- player welfare meetings;
- Equality, Diversity and Inclusion reviews;
- Board reporting;
- Football Association guidance updates;
- National League requirements;
- annual policy review.

Lessons identified from investigations, safeguarding referrals, operational experience and changes in legislation will be incorporated into future revisions of this Policy.

The Club is committed to continually strengthening its safeguarding culture to ensure that Barnet Football Club and The Hive London remain environments where everyone feels safe, respected and confident to raise concerns.

### **Cross Reference**

This Policy should be read in conjunction with the Barnet Football Club:

- Safeguarding Policy;
- Equality, Diversity & Inclusion Policy;
- Whistleblowing Policy;
- Disciplinary Policy;
- Code of Conduct;
- Event Management Plan;
- Stewarding & Crowd Management Plan;
- Complaints Procedure;
- Safer Recruitment Procedures;
- FA Safeguarding Regulations;
- National League Rules and Guidance.