



INVERURIE LOCO WORKS FC

Diversity & Inclusion Policy

This policy to be read in conjunction with the Club policies on Unacceptable Conduct, Equality and Codes of Conduct

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1. Introduction

The success of our club depends on people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to our football club.

By accessing, recruiting and developing talent from the widest possible talent pool we can gain an insight into and learn from different organisations.

We will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed.

We all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective, and innovative employment / recruitment practices, our aim is to ensure that:

- All employees and potential employees (paid or volunteers) are treated fairly and with respect at all stages of their employment.
- All employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, trans-gender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.
- All employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

The diversity of the communities we serve is reflected at all levels within our staff, whether paid employees e.g., football players, team management, physiotherapists, or volunteers
All Spectators at football matches, who are essentially our customers are treated with the same level of respect, fairness, and inclusion.

Policy Implementation

The Inverurie Loco Works FC Committee and Chairman are publicly accountable for Equality and will receive regular updates on the Inverurie Loco Works FC activities and implementation of the Equality Policy from a member of committee. It is the role of the Committee and Chairman to address any actual or potential breaches of the policy.

2. Gender

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organisation through:

- challenging gender equality and stereotypes
- supporting employees in balancing their life at work and at home
- supporting employees who become pregnant and taking active steps to facilitate their return to work after maternity leave.

3. Trans Gender Status

People who plan to undergo, are undergoing, or have undergone gender re-assignment are protected against all forms of discrimination and harassment. The football club will take positive steps to support a trans-gender person and ensure they are treated with dignity and respect.

4. Marital Status

People are treated fairly and equally within the organisation irrespective of their marital, civil partnership or family status.

5. Race

The racial and cultural diversity of our communities is represented at all levels of the football club, including our own and visiting supporters through:

- challenging racial stereotypes
 - Participating in 'Show Racism the Red Card' initiative e.g., posting notices within the stadium.
- understanding, respecting, and valuing different racial and cultural backgrounds and perspectives.

6. Disability

The abilities of disabled people are recognised and valued at all levels within the club through:

- focusing on what people can do rather than on what they cannot
- challenging stereotypes about people with disabilities
 - Providing appropriate shelter within the ground for disabled spectators
 - Carrying out regular access audits by a third party
- Making appropriate adjustments in the workplace and within the stadium to help people with disabilities achieve their full career potential.

7. Age

Where appropriate, age diversity within the organisation is promoted and valued through:

- challenging age stereotyping
- recognising the benefits of a mixed-age staff

8. Religious Belief and Political Opinion

People are treated fairly within the organisation irrespective of their religious beliefs and practices or political opinions by recognising individuals' freedom of belief and right to protection from intolerance and persecution.

9. HIV

Discrimination against an employee or potential employee on grounds that he or she has, or is thought to have, HIV or AIDS is not acceptable, and confidentiality will be respected in line with the wishes of an individual with HIV or AIDS.

10. Sexuality

People are treated fairly in the organisation irrespective of their sexuality through:

- respecting different lifestyles
- challenging negative stereotypical views.

A handwritten signature in blue ink, appearing to read 'M Macaulay', with a horizontal line extending from the middle of the signature.

Mike Macaulay Chairman
Signature
Date

Policy Created April 2