



EQUALITY POLICY

Statement on Equality

This policy covers all of Cambridge United FC's activities including the first team, the business and the academy.

1.1 Cambridge United Football Club (CUFC) is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not) and believes that this prevents potential and ability from being realised in young people and others.

Cambridge United Football Club endorses the principle of equality, diversity and inclusion (EDI) and will strive to ensure that everyone who wishes to be involved in the Club whether as players, match day fans, staff, Board members, participants in outreach programmes and other people engaged with the Club's activities (for example, suppliers, corporate partners) has the opportunity to do so regardless of their protected characteristics.

1.2 CUFC will not tolerate discrimination on the basis of:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Pregnancy or maternity
- Refugee or asylum seeker status

1.3 As a provider of a service to the community, CUFC accepts the responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

1.4 CUFC recognise that some users of its services may, because of their past or present distress or illness, say or do things which would otherwise be unacceptable and incompatible with CUFC's Equal Opportunities Policy.



CUFC will do all it can to challenge such behaviour. In cases where intervention is possible a gentle approach will be adopted which aims to alter attitudes and behaviour while maintaining support for the distressed client.

- 1.5 CUFC reserves the right to work in partnership with any organisation which supports our aims and objectives. However, it will exclude those organisations that actively work against the development of an equal opportunities policy over time, despite encouragement from CUFC.
- 1.6 CUFC realises that a genuine commitment to equal opportunities must operate on all levels:
 - CUFC will prevent unfavourable treatment, directly or indirectly, in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures.
 - CUFC is an equal opportunities employer. We aim to ensure that all employment decisions are taken without reference to irrelevant or discriminatory criteria, and that staff feel valued are able to achieve their full potential.
 - CUFC will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work. This involves the development of greater diversity in the Board of CUFC and the staff to ensure a genuinely wide representation.

Responsibility

- 2.1 The Board of CUFC have overall responsibility for the effective operation of this policy and will take full account of the policy in arriving at all decisions in relation to the activities of the Club. However, all staff, volunteers and service users have a duty as part of their involvement with CUFC to do everything they can to ensure that the policy works in practice. Those responsible for recruiting staff and volunteers to work in CUFC projects are responsible for ensuring that they are aware of CUFC's Equal Opportunities Policy and adhere to it while working for CUFC.
- 2.2 CUFC will bring to the attention of all staff and volunteers the existence of this policy and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.
- 2.3 We will implement regular audits, surveys or other initiatives designed to assess the level of participation from diverse groups of people in the Club, including employed roles, and will take account of the findings in developing measures to promote and enhance EDI in the Club.
- 2.4 If any member of staff, volunteer or service user feels that they have been, or are being discriminated against in any way they are entitled to pursue the matter with the Board of CUFC.
- 2.5 All instances or complaints of discriminatory behaviour will be treated seriously.

Complaints or allegations of an unfounded or malicious nature will also be treated as serious.

Definitions

- 3.1 Direct Discrimination occurs when someone is treated less favourably because they possess a protected characteristic.



- 3.2 Indirect Discrimination occurs when a policy or practice which applies to everyone puts 'some' people at a disadvantage.
- 3.3 Associative Discrimination occurs when someone is treated less favourably because they associate with people who possess, or are thought to possess, a protected characteristic.
- 3.4 Perceptive Discrimination occurs when someone is treated less favourably because they are thought or perceived to possess a protected characteristic.
- 3.5 Some language and/or behaviours are hate crimes. There are five areas of discrimination which constitute a hate crime by the police.
 - Sexual orientation.
 - Ethnicity/race.
 - Religion.
 - Disability.
 - Trans identity.

Disabled Access

- 4.1 CUFC will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises, every effort will be made to ensure such premises are fully accessible.

Use of Language

- 5.1 Staff, volunteers and service users should avoid and challenge the use of language which, in any way, belittles anyone.
- 5.2 Where the language used has a personal impact on others, and it has been made clear to the person concerned that their use of such language is unwelcome and/or offensive, disciplinary action may be taken if they persist with it.
- 5.3 All materials used or developed by CUFC will be judged in the light of the promotion of equal opportunities, and those considered to be discriminatory will not be used.

Sexual Harassment

- 6.1 No member of staff, volunteer or service user should be subject to sexual harassment.
- 6.2 This is interpreted as unwanted behaviour of a sexual nature including:
 - verbal sexual abuse
 - physical contact
 - repeated remarks which an individual finds offensive
- 6.3 If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the member of staff, volunteer or service user who is the focus of the behaviour will be entitled to make a formal complaint.



Links to other policies

7.1 The following policies already exist to support the EDI policy to work effectively.

- Whistle blowing policy.
- Discipline policy.
- Grievance policy.
- Anti-bullying policy.
- Social Media Policy.

Monitoring and Review

8.1 The Policy will be reviewed by the Board of CUFC to ensure that no member of staff, volunteer or service user is put to a disadvantage either directly or indirectly. This monitoring will also apply to the composition of the Boards of CUFC.

8.2 It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

8.3 This policy will be reviewed every three years.

| | Date |
|---------------|----------------|
| Policy Update | September 2023 |
| Policy Review | September 2024 |
| Review Date | September 2025 |