

# EQUALITY POLICY



## Statement on Equality

**This policy covers all of Cambridge United FC's activities including the first team, the business and the academy, along with Cambridge United's Foundation and their beneficiaries.**

- 1.1 Cambridge United Football Club (CUFC), and Cambridge United Foundation (CUF), are 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.

This policy is developed and maintained jointly between CUFC & CUF, who deliver expectations separately, but have shared ambitions of equality for all, that is managed through a joint management process, with regular reviews, to ensure consistency and continuity of outcomes.

As a provider of services to the community, both CUFC & CUF accept the responsibility to promote equal opportunity 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.

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

- 1.2 CUFC and CUF will comply with its Equality & Diversity principles to ensure that all employees are treated under this procedure solely based on their abilities and potential, regardless of race (including colour, nationality and ethnic origin), religious or political belief or affiliation, age, sex, gender identity, gender reassignment, marital and civil partnership status, sexual orientation, disability, or any other inappropriate distinction.
- 1.3 CUFC and CUF 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 and CUF.
- 1.4 CUFC and CUF realises that a genuine commitment to equal opportunities must operate on all levels:

- CUFC and CUF 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 and CUF 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 and CUF 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, the Trustees of CUF and all the staff, to ensure a genuinely wide representation.

## **Responsibility**

2.1 Both the Board of CUFC and Trustees of CUF 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 and Foundation. However, all staff, volunteers and service users have a duty as part of their involvement with CUFC and CUF to do everything they can to ensure that the policy works in practice. Those responsible for recruiting staff and volunteers to work in CUFC and CUF projects are responsible for ensuring that they are aware of the Equal Opportunities Policy and adhere to it while working for CUFC and CUF.

2.2 CUFC and CUF 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. The training will be introduced during Induction, with follow-up training identified in the EDI Action plan.

2.3 We will implement regular audits, surveys or other initiatives designed to assess the level of participation from diverse groups of people in both the Club and Foundation, including employed roles, and will take account of the findings in developing measures to promote and enhance EDI.

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 or Trustees of CUF.

In this instance they are to refer to the Grievance Procedure, or Complaints Procedure, as appropriate, found on the website of both CUFC & CUF which outlines the reporting process, timeline for handling a complaint and potential disciplinary actions that may be taken.

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 and CUF 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.
- 4.2 Should anyone with a disability want or need to read any of CUFC's and CUF's policies in a format more accessible (e.g. large print or screen reader compatibility) for them then this can be requested.

## **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 and CUF 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.

In this instance they are to refer to the Complaints Procedure found on the website of both CUFC & CUF which outlines the reporting process, timeline for handling a complaint.

### Links to other policies

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

- Anti-bullying policy
- Discipline policy
- Grievance policy
- Sexual Harassment policy
- Social Media policy
- Whistle blowing policy

### Monitoring and Review

8.1 The Policy will be reviewed by the Board of CUFC and Trustees of CUF 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 and Trustees of CUF.

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 year.

<b>Effective Date</b>	September 2023
<b>Policy Author</b>	Head of HR & People and EDI Group
<b>CEO/Board Approver</b>	Board
<b>Board Director</b>	
<b>Review Date</b>	September 2026

### Review History

<b>Version</b>	<b>Date</b>	<b>Review details</b>	<b>Authorised by</b>
1	September 2023		Board

2	September 2024		Board
3	March 2025	Due to EIA	Board
4	September 2025	Legal review of disciplinary procedure – amended point 1.2	Board