

KIDDERMINSTER HARRIERS FOOTBALL CLUB EQUALITY & DIVERSITY STATEMENT

Statement from the Chair

We recognise that Kidderminster Harriers Football Club is an intrinsic part of the local community, which contributes to the quality of life of many people and has the ability to foster community cohesion throughout the town and wider community. Football also has the unique ability to bring people together from a wide range of backgrounds and can provide opportunities for all sections of the community to engage with the football club and participate in community activities provided by the academy and our foundation.

Richard Lane, Kidderminster Harriers FC Chair

Equality Statement

Kidderminster Harriers football club is committed to promoting equality, valuing diversity and combating unfair treatment throughout our organisation, supporters and staff. We endorse the principle of equality and will strive to ensure that everyone who wishes to be involved in the club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation, which are the nine protected characteristics outlined by the Equality Act 2010.

Players, supporters, staff, Board members, participants in outreach programmes and other people engaged with the club's activities such as suppliers and corporate partners and sponsors can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their engagement at the club without the threat of intimidation, victimisation, harassment, bullying and abuse.

Legal Obligations

Kidderminster Harriers Football Club is committed to avoiding and eliminating unfair discrimination of any kind and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, victimisation or bullying. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Positive Action

As well as complying with legislation, we will promote equality by taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. We will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to our club, as well as require participation in associated activities by people from any group that is under-represented in the club or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote equality in Kidderminster Harriers Football Club:

- A copy of this document will be published on the club's website
- The Board will take overall accountability for ensuring that the policy is observed
- The Board will take full account of the policy in arriving at all decisions in relation to activities of Kidderminster Harriers Football Club
- The club will implement regular audits, surveys or other initiatives designed to assess the level of participation of different sections of the community in the club and will take account of the findings in developing measures to promote and enhance equality in the club at all levels.
- The club will provide access to a rolling programme of training (for example, online, face-to-face, briefings) for all of its players, supporters, staff, Board members, participants in outreach programmes and other people engaged with the club's activities to raise awareness of both collective and individual responsibilities.

It will be a condition of working with Kidderminster Harriers Football Club that suppliers:

- Commit to act in accordance with this policy; and
- Support such measures and initiatives that Kidderminster Harriers Football Club may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Board will be accountable for ensuring the implementation of this policy. The Board Equality Lead will be responsible for the day-to-day implementation of equality in the club.

The CEO, along with the Board Lead on Equality will review all Kidderminster Harriers Football Club activities and initiatives against the aims of the policy and will report formally on this issue to the Board annually. They will also review any measures or initiatives that the Club may institute or take part in to promote and enhance equality in the club, and will report their findings annually to the Board.

The Board itself will review the policy at intervals of no more than three years, (or as required by changes to legislation) in line with the Club's policy review process.

Complaints & Compliance

Kidderminster Harriers Football Club considers all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned with ensuring individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any player, supporter, staff, Board member, participant in outreach programmes and other people engaged with the club's activities who violate the Club's Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a player, supporter, staff member, Board member, participant in outreach programmes and other people engaged with the club's activities should, in the first instance, informally raise their concern with that person, if they feel able to.

If they feel unable to or this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Kidderminster Harriers Football Club itself, the person may raise the matter by writing directly to;

Monica Shafaq

Kidderminster Harriers Football Club

Aggborough Stadium

Hoo Road,

Kidderminster,

DY10 1NB

Or by emailing her at: monica.shafaq@harriers.co.uk

Kidderminster Harriers Football Club will investigate the complaint personally and appoint a person to do this. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The parties in question will be notified of the outcome of the investigation, in writing, and this will be reported to the clubs Board. If the investigation reveals unacceptable discriminatory behaviour on the part of a person or organisation, Kidderminster Harriers Football Club may impose sanctions on that person or organisation in line with its policies. Sanctions may range from a written reminder concerning future conduct extending to temporary or permanent expulsion from the club's activities. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take into account any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Kidderminster Harriers Football Club is subject to allegations of unlawful discrimination in a court or tribunal, Kidderminster Harriers Football Club Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Date Adopted by Kidderminster Harriers Football Club Board – June 2020

Policy to be reviewed June 2023

APPENDIX – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through the Equality Act 2010.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonised where possible, and in some cases extended, 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, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, 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 are 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.

Associative discrimination

Discrimination can also occur when someone discriminates against someone because they associate with another person who possesses a protected characteristic. An example of this is if 'A' does not give 'B' – a job applicant, for example – the position, even though they have met all of the competencies for the role, just because 'B' has told 'A' they have partner with one or more Protected Characteristics.

Discrimination by perception

Discrimination by perception can occur when someone discriminates against an individual because they think they possess a particular protected characteristic and this applies even if the person does not actually possess that characteristic. An example of this is if 'B' is selected for redundancy by 'A' because they perceive 'B' to have a progressive condition i.e. they are disabled.

Discrimination arising from disability

It is unlawful when a disabled person is treated unfavourably because of something connected with their disability and such unfavourable treatment cannot be justified. 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 would 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.