



**MORECAMBE
FOOTBALL
CLUB**

MFC EQUALITY, DIVERSITY & INCLUSION POLICY

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Equality, Diversity & Inclusion

As the Board Director responsible for Equality, Diversity and Inclusion, I would like to reaffirm our commitment to this significant cause. EDI is high on our list of priorities as a Club, and is also an area close to my heart, as I am disabled myself. I, along with the Board of Directors, will do all we can to set standards of best practice.

We are committed to ongoing improvement of the knowledge and awareness surrounding EDI of our staff, supporters & all associated with MFC. This will be a process and shape the way in which we work and operate.

MFC is dedicated to promoting a supportive and inclusive culture across the entire workforce and supporter base. We are committed to promoting diversity and eliminating discrimination to ensure our staff have the opportunity to reach their full potential regardless of any differences they may have.

The board will ensure all of our employees and applicants are given equal opportunities and that our organisation is representative of all sections of society.

Charlie Appleyard
Board Director & EDI Champion

Equality, Diversity & Inclusion Policy

Policy Owner	Version	Issue Date	Review Date
MFC Board of Directors	3	01/12/2023	01/06/2024



Policy Statement:

Morecambe Football Club (**MFC**) is dedicated to promoting a supportive and inclusive culture across the entire workforce. We are committed to promoting diversity and eliminating discrimination to ensure our staff have the opportunity to reach their full potential regardless of any differences they may have. MFC aim to ensure all of our employees and applicants are given equal opportunities and that our organisation is representative of all sections of society.

MFC extend the principle of equality, diversity and inclusion (EDI) to ensure that everyone involved with MFC, *in whatever capacity*, including but not limited to players, match-day fans, Board members, participants in outreach programmes, suppliers, corporate partners, etc have the opportunity to do so irrespective of any protected characteristics.

Purpose:

This policy reinforces our commitment to ensure each individual employed, or volunteering, with MFC is treated equally and fairly and not given less favourable treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

MFC will challenge discriminatory behaviour and consistently promote equality and inclusion through investigating concerns and complaints, education, training and widening opportunities for under-represented groups.

MFC is committed to remove and eliminate any direct or indirect discrimination of any form or kind within MFC 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 the relevant legislation and the behaviours in question are given in Appendix A.

Policy Objectives:

- To promote fair and equitable treatment for everyone involved with MFC, in whatever capacity.
- To ensure that no one working for, wishing to work for or working on behalf of MFC receives less favourable treatment on the grounds set out in Appendix A.
- 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 MFC FC or work for MFC 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 MFC and all relevant public statements made on behalf of MFC reflect its commitment to equality and inclusion.



Commitments:

MFC's commitment to Equality, Diversity & Inclusion is:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- Ensuring that existing staff, as well as applicants to work, are treated fairly and judged solely on merit and by reference to their skills and abilities.
- To make training, development, and progression opportunities available to all staff.
- Build in Equality, Diversity and Inclusion considerations into all MFC policies.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.
- To review this Equality and Diversity Policy and its implementation on an annual basis.

Responsibilities:

Whilst the Board will be accountable for ensuring the implementation of this Policy, the CEO will be responsible for the day-to-day implementation of EDI throughout MFC.

In turn, all members of staff have a responsibility to promote Equality, Diversity and Inclusion both within MFC and with any stakeholders, players, participants and fans, etc.

All members of staff & volunteers have a responsibility to comply with the EFL code of practice and keep up to date with current and relevant EDI policies and legislations. Senior managers will also ensure their teams have the necessary training and are adopting this policy throughout their work.

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 MFC ("associated persons").

The Policy extends to all activities of MFC.

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.



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

MFC 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.

Reasonable adjustments:

MFC 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.

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

Implementation:

To achieve these objectives, MFC is committed to promote and advance equal opportunity through MFC structures which will cover all areas of our organisation. The Head or CLUB Role is ultimately responsible for implementing the Policy.

The following steps will be taken to publicise this policy and promote Equality within MFC:

- A copy of this Policy will be published on MFC website.
- The Board will take full account of the Policy in arriving at all decisions in relation to activities of MFC.
- MFC 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.
- MFC will provide access to training for all of its Board Members and staff to raise awareness of both collective and individual responsibilities.

Responsibilities:

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

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



Disciplinary Process:

MFC 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 as a result of any investigation under this policy the MFC disciplinary procedures will be used in addition to any appropriate external measures. Disciplinary action may ultimately lead to dismissal.

Reporting Contacts:

Role	Name	Contact Details
CEO	Ben Sadler	E-mail: bensadler@morecambefc.com
HR & Senior Safeguarding Manager	Sally Jones-Percival	E-mail: sjp@morecambefc.com
Safeguarding Manager & Player Care Lead	Joe Shaw	E-mail: joeshaw@morecambefc.com

APPENDIX A – LEGAL NOTES

The Equality Act 2010, sets out nine protected characteristics.

These are:

Age

Disability

Religion or Belief

Gender Reassignment

Marriage or Civil Partnership

Sex

Pregnancy and Maternity

Race

Sexual Orientation



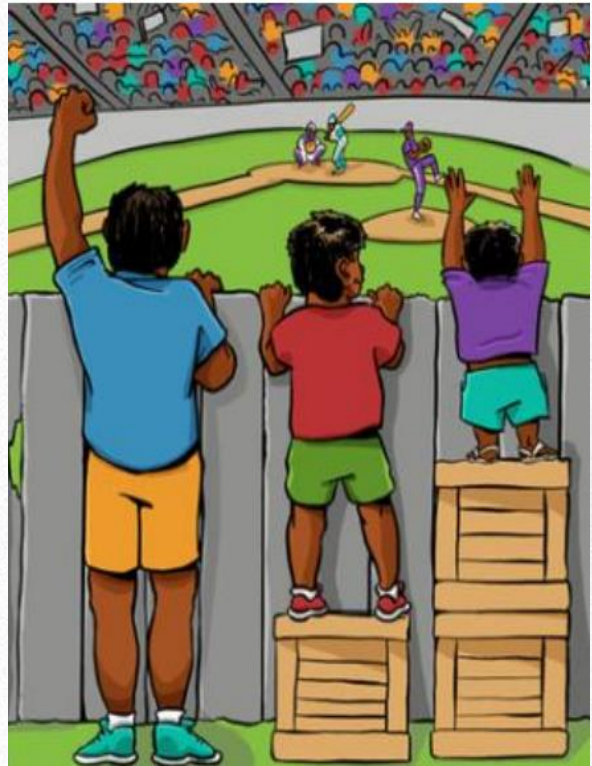
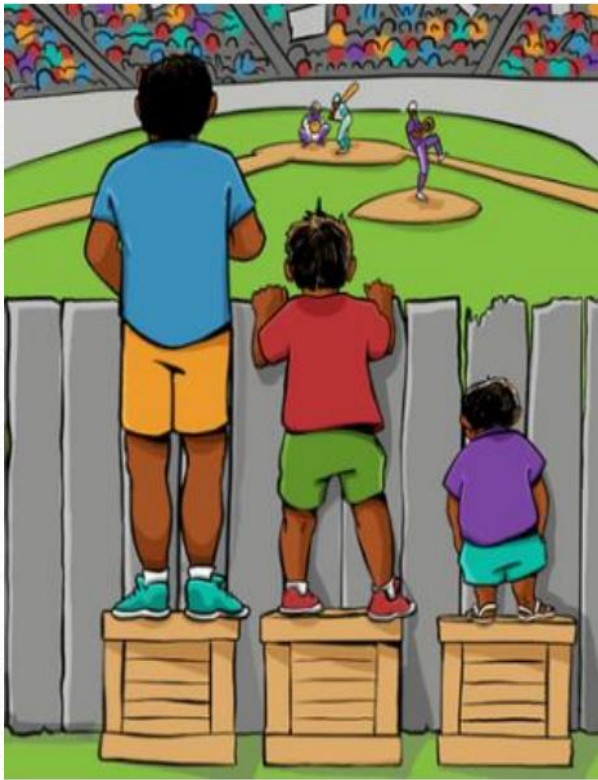


Equality means...

Giving everyone equal access to an opportunity



Equality, isn't treating people exactly the same way



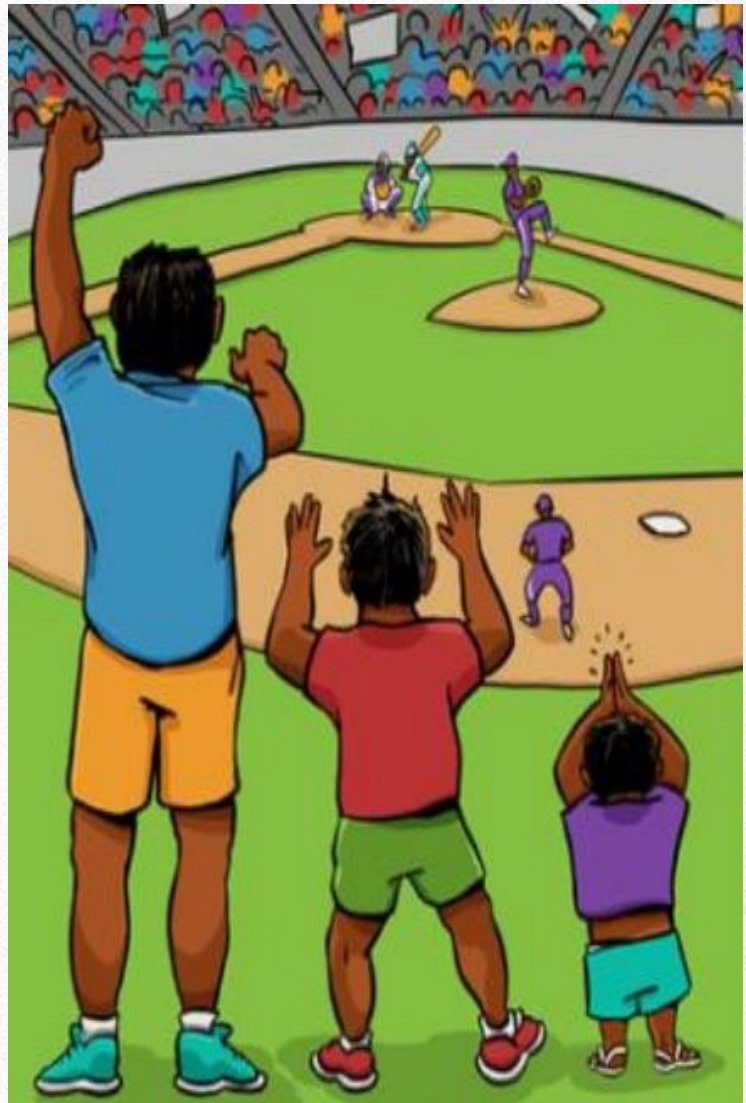


Inclusion means...

Making everyone feel included

Valuing differences

Removing barriers to participation





Discrimination...

Direct discrimination

Occurs when someone is treated less favourably because they possess a protected characteristic

For example: -

- An employee is not informed about a job vacancy because they are on maternity leave
(which could potentially be a form of direct discrimination on the grounds of pregnancy, maternity or sex)

Indirect discrimination

Occurs when a policy, provision or practice that applies to everyone, places some people at a disadvantage

For example: -

- All staff must attend a meeting today on the second floor of the main office
(this could potentially be indirect discrimination on the grounds of disability)

Associative discrimination

Occurs when someone is treated less favourably because they associate with people who possess, or are thought to possess, a protected characteristic

For example: -

- A male staff member is not included in the Sportsman's Dinner because of assumptions made about sexual orientation
(this could be associative discrimination on the grounds of sexual orientation)

Perceptive discrimination

Occurs when someone is treated less favourably because they are thought or perceived to possess a protected characteristic.

For example: -

- A person with a 'foreign-sounding name' is not offered an interview at the Academy because of assumptions made about his/her background, race and/or identity
(this could potentially be perceptive discrimination on the grounds of race, religion or belief)



Hate Crimes

How your behaviour or what you state, in certain instances, could be perceived as a hate crime by the Police.

There are five areas of discrimination that constitute a hate crime: -

- **Sexual orientation**
- **Ethnicity / race**
- **Religion**
- **Disability**
- **Transgender Identity**

#SAYNOTOHATE

**HATE
HURTS**

IF WE HEAR IT WE FEEL IT

For help and support if you've been affected
contact Lancashire Victim Services on
0300 323 0085

Harassment...

Harassment at work is the improper conduct by an individual that is directed at and offensive to another individual in the workplace.

Harassment can be belittling, threatening or discriminatory and can cause harm or offence to the victim and create a hostile work environment.





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