



Equality, Diversity & Inclusion

As the Board Director responsible for Equity, 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 Morecambe FC. 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
June 2021



Equality, Diversity & Inclusion Policy

Policy Owner	Version	Issue Date	Review Date
Ben Sadler	1	21/06/2021	21/12/2021

Policy Statement:

Morecambe FC 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. Morecambe FC aim to ensure all of our employees and applicants are given equal opportunities and that our organisation is representative of all sections of society.

Purpose:

This policy reinforces our commitment to ensure each individual employed, or volunteering, with Morecambe FC 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.

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

Commitments:

Morecambe FC'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 Morecambe FC 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:

All members of staff have a responsibility to promote Equality, Diversity and Inclusion both within Morecambe FC and with any stakeholders, players, participants and fans where they have influence.

The board have ultimate responsibility for ensuring this policy is implemented across all departments of Morecambe FC.

All Senior Management Team members have a responsibility to comply with the EFL code of practice and keep up to date with current and relevant Equality, Diversity and Inclusion policies and legislations. They will also ensure their teams have the necessary training and are adopting this policy throughout their work.

Reporting Contacts:

Role	Name	Contact Details
Head of Community Sports	Janet Preston	Tel: E-mail: janetpreston@mfccommunitysports.com
General Manager	Ben Sadler	Tel: 07702 223439 E-mail: bensadler@morecambefc.com