



## **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**  
**Board Director & EDI Champion**



## Equality, Diversity & Inclusion Policy

Policy Owner	Version	Issue Date	Review Date
Sally Jones-Percival	3	01/10/2023	03/01/2024

### 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.

Morecambe FC extend the principle of equality, diversity and inclusion (EDI) to ensure that everyone involved with the Club, *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 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:

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 the Club.

In turn, 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, etc.

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 EDI policies and legislations. Senior managers will also ensure their teams have the necessary training and are adopting this policy throughout their work.

### Reporting Contacts:

Role	Name	Contact Details
CEO	Ben Sadler	E-mail: <a href="mailto:bensadler@morecambefc.com">bensadler@morecambefc.com</a>
HR & Senior Safeguarding Manager	Sally Jones- Percival	E-mail: <a href="mailto:sjp@morecambefc.com">sjp@morecambefc.com</a>
Safeguarding Manager & Player Care Lead	Joe Shaw	E-mail: <a href="mailto:joeshaw@morecambefc.com">joeshaw@morecambefc.com</a>

# The Equality Act 2010, sets out nine protected characteristics.

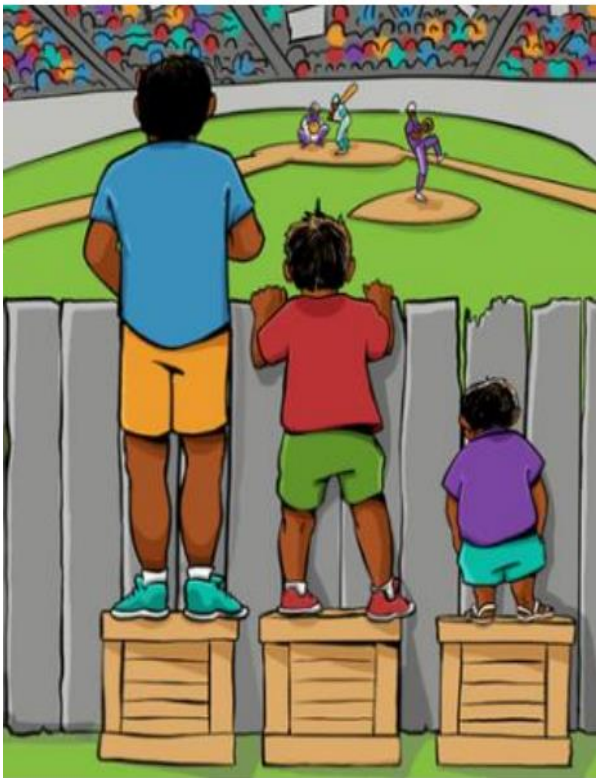
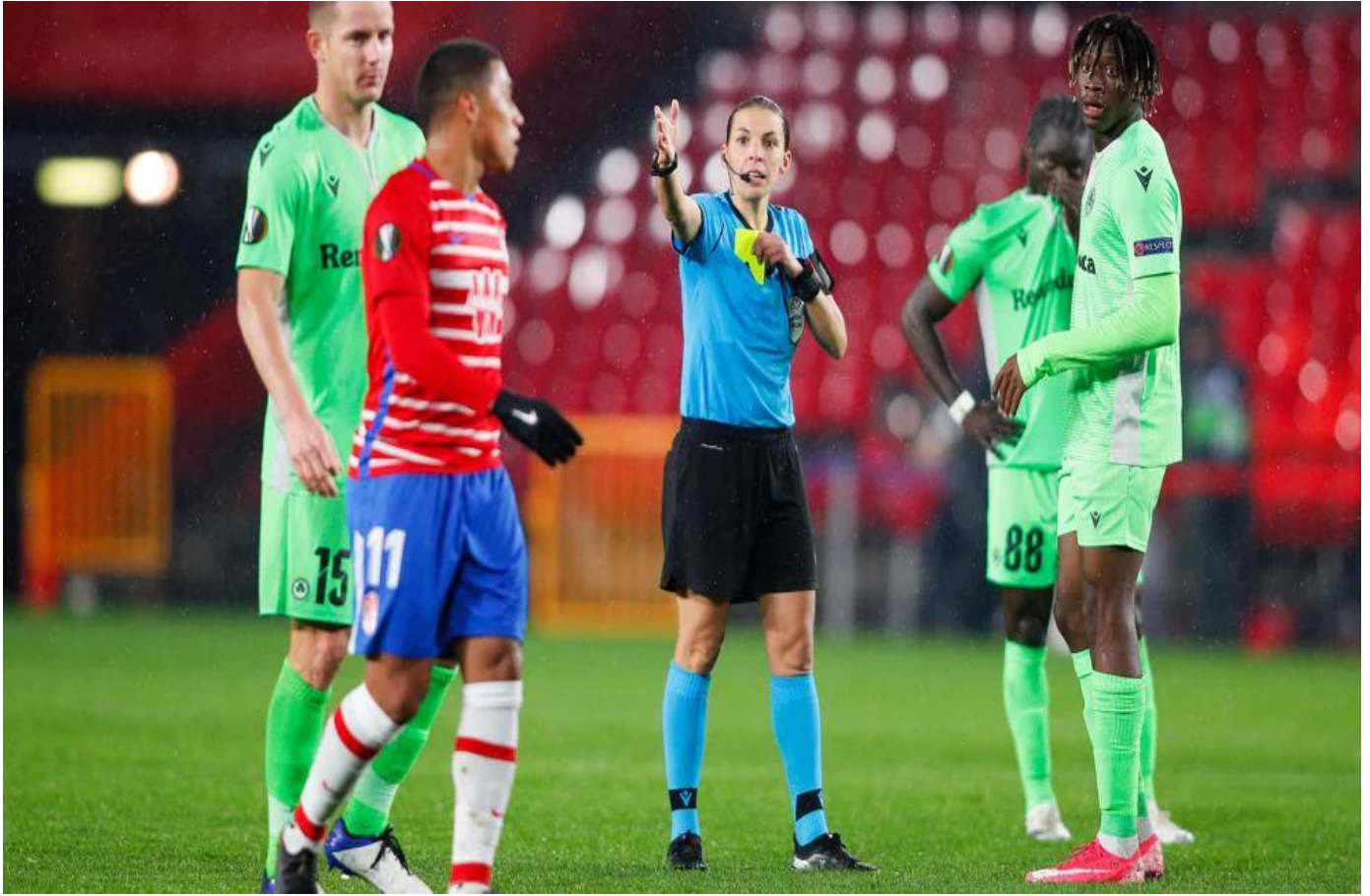
These are:

- Age
- Disability
- Religion or Belief
- Gender Reassignment
- Marriage or Civil Partnership
- Sex
- Pregnancy and Maternity
- Race
- Sexual Orientation

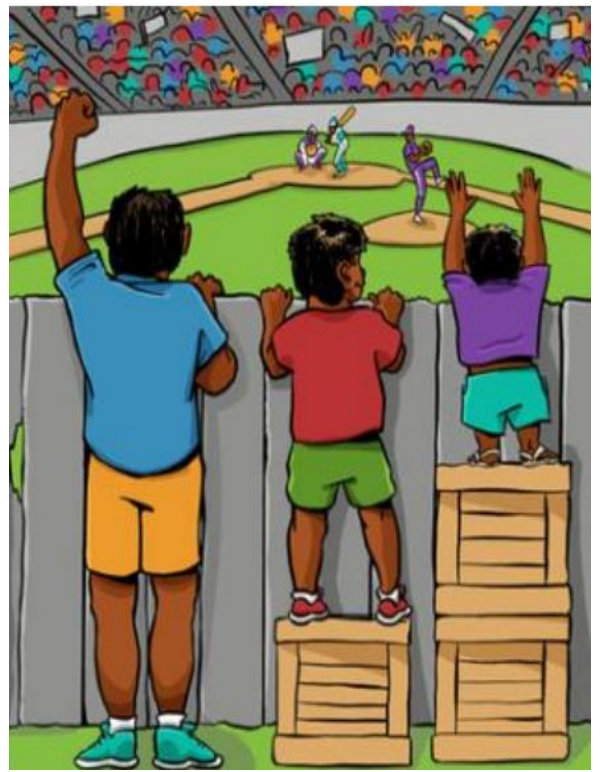


## Equality means...

Giving everyone equal access to an opportunity

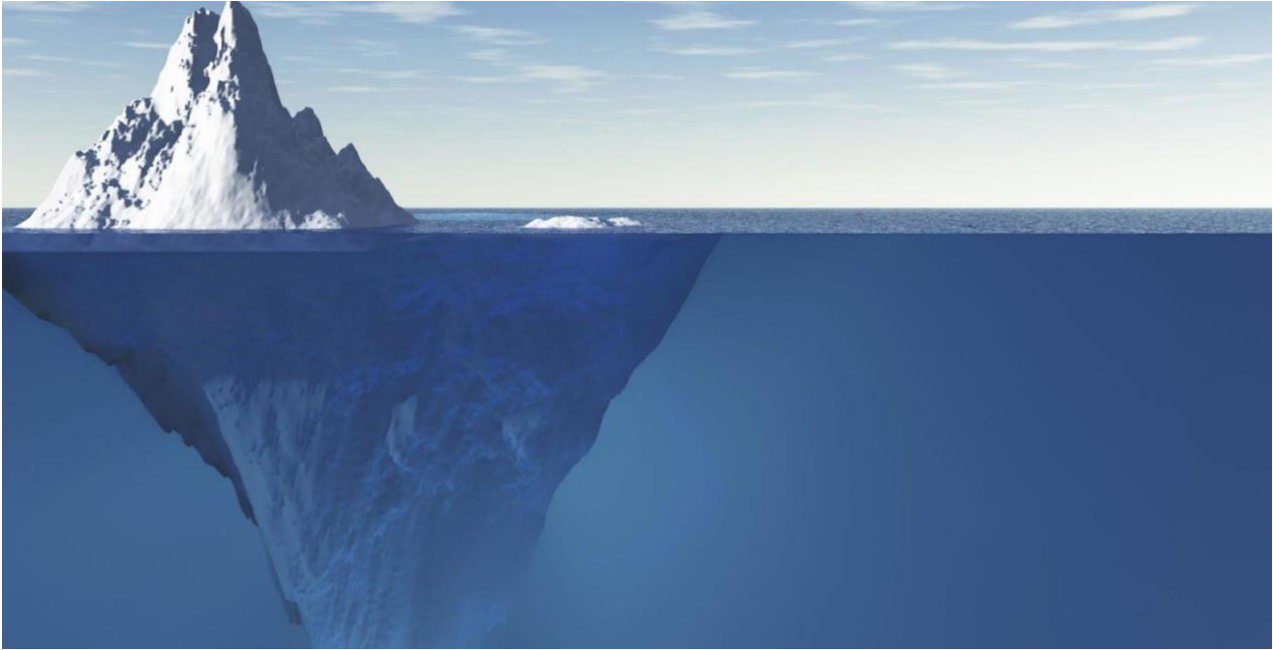


*Equality,  
isn't  
treating  
people  
exactly  
the  
same  
way*



## Diversity means...

Acknowledging the **FACT** that everyone is different, has different experiences, skills and needs

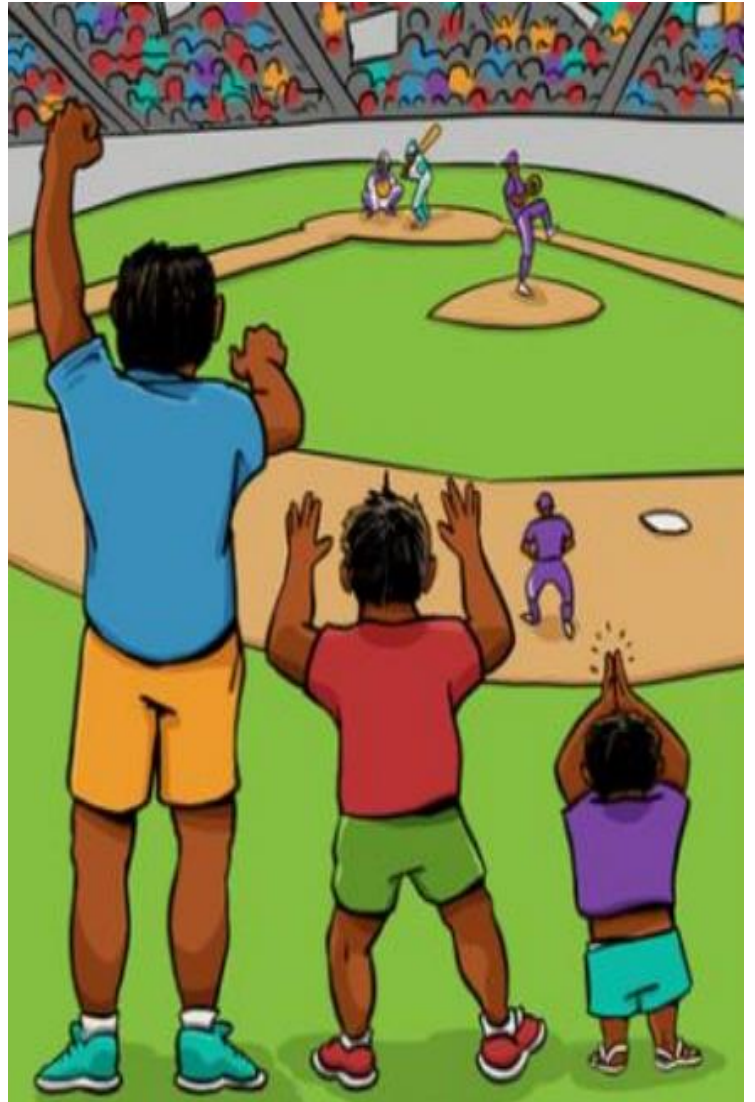


## Inclusion means...

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**

GO BACK TO WHERE YOU CAME FROM

## 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.**



## Victimisation

Occurs when someone is treated less favourably after they have reported discrimination or harassment at work, or, supported someone to report an alleged discrimination.

For example: -

- The employee reports the unwanted behaviour to their manager and as a result, they are moved to a non-customer facing role.



## IMPORTANT

Should a complaint be made to an employment tribunal, any potential award can be costly, as there is no upper ceiling limit if discrimination is proven.