

EFL Equality Code of Practice Requirements

2024/25 & 2025/26

Introduction

In many instances The EFL is at the forefront of our society, bringing together people and communities across 72 Clubs. Our unique reach and unprecedented impact through a wide-ranging fan base and global audience allow the EFL to challenge behaviours and promote inclusive practices across the game. The establishment of the EFL Code of Practice has proved to be a pivotal factor in allowing EFL Clubs to establish their journey across Equality, Diversity and Inclusion.

Through its EDI Strategy 'Together' launched in August 2022 the EFL has created a new path on our journey and provide Clubs and Communities with a clear Mission and Vision within this vital area of the work across the EFL.

Mission: The EFL establishes a best-in-class provision, uniting football to ensure inclusive and welcoming opportunities across the EFL environment through sustainable and effective change.

Vision: The EFL and its clubs are reflective and representative of the communities in which they serve at all levels of the game.

As the journey continues the Equality Code of Practice remains a key element of our future path and has been updated to ensure Clubs have the ability to move forward and continue to progress.

The New Equality Code of Practice

The Equality Code of Practice continues to be an integral part of EFL Regulation (129) and achievement of the Bronze level is mandatory for EFL Clubs. Failure to achieve the minimum criteria (Bronze) will be a breach of EFL Regulations with Clubs facing a disciplinary process. The Code requires Clubs to focus on priority groups in which under-representation exists, which are characteristics protected under the Equality Act 2010, which ensures that individuals are not discriminated against on the grounds of: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation. The Code also gives special emphasis toward Mental Health and Wellbeing and provides the opportunity for Clubs to focus on areas of under-representation which are key to their local demographic e.g., Social Economic, employment, education.

There are three levels of achievement: Bronze (Mandatory Level), Silver and Gold. Each level provides minimum operating standards and key success indicators which allows for attainment of each level to be achieved. Clubs if capable have the opportunity to be assessed at any level they wish during each assessment season.

Equality Code of Practice; Standards

The Code of Practice is established through 6 key standards which each Club will be assessed. The standards have been established to provide a continued and progressive path for Clubs to continue their EDI journey.

Standard 1: Accountability and Commitment

Standard 2: Reporting and Tackling Discrimination

Standard 3: Data Capture and Insight

Standard 4: Policy and Legal Compliance

Standard 5: Awareness Raising and Communications

Standard 6: Education and Training

Details of assessment requirements can be found within this document.

Assessment Cycle

The New Code of Practice will assess Clubs every two seasons. The Cycle will operate on a Development Season (2024/25) and Assessment Season (2025/26) basis.

Each development season the Club will be provided with their assessment month which will take place during the following assessment season. Each Club will be supported with a minimum of 2 virtual support calls during the development season. A Club can request further support calls. A Club will not be assessed during a development season.

Each Club will be provided with their Assessment date at the start of the assessment season. During an Assessment season a Club will be supported with a pre assessment virtual meeting, which will take place no later than 1 month before assessment. A Club must submit their evidence no later than 2 weeks before their assessment date.

Notification of Award

Following the Clubs assessment call they will be provided with an assessment report with an interim award no later than 1 month after the assessment call. The Club will be provided with its final assessment award once confirmation has been established by the EFL Together Panel.

Each Club must complete a minimum of Bronze Level of the Code of Practice by their designated Club assessment date.

The EFL will publish a table of Club levels after each Assessment season.

Club Community Organisations

The Equality Code of Practice is the Clubs' EDI framework and will be led by them. Club Community Organisations (CCOs), such as trusts and foundations are an integral part of Clubs' activities and in many instances are further on the EDI journey, therefore the Code has been designed to allow Clubs and CCOs to work in partnership to support the development of both organisations.

Support Provided

The EFL provide support through two dedicated members of staff who will be available to Clubs to advise and guide on their EDI journey and submissions of the Equality Code of Practice.

Templates and guides to support Clubs in attaining the varying standards and criteria can be found within the EFL Inclusion Portal.

Education and Training is provided throughout the Season through the EFL Equality, Diversity and Inclusion Education programme with details found on the EFL Inclusion portal.

The EFL Inclusion Team will provide Code of Practice Awareness sessions which can be booked via the Equality, Diversity and Inclusion Education programme.

If you have any questions in relation to the EFL Equality Code of Practice, please contact Inclusion@EFL.com

STANDARDS DASHBOARD

CRITERIA	EFL view	CRITERIA	EFL view
1) ACCOUNTABILITY AND COMMITMENT			
BRONZE			
B1.1 – Responsibility		B1.2 – Board Members and Lead Officer	
B1.3 – Internal Inclusion Group		B1.4 – Access Audit	
B1.5 – Action Plan		B1.6 – Community Engagement	
B1.7 – Access Statement			
SILVER			
S1.1 – Bronze Level		S1.2 – External Advisory Group	
S1.3 – Board Diversity		S1.4 – Equality Impact Assessment	
S1.5 – Stadium Community Use		S1.6 – Commercial Activities	
2) REPORTING AND TACKLING DISCRIMINATION			
BRONZE			
B2.1 – Stewards Briefings		B2.2 – Incident Log	
B2.3 – Reporting Communication		B2.4 – Cooperation	
B2.5 – Banning Orders		B2.6 – Abuse Support	
B2.7 – Ground Regulations		B2.8 – Email Service	
SILVER			
S2.1 – Bronze Level		S2.2 – Annual Report	
S2.3 – Incident Communication		S2.4 – Text Service	
S2.5 – Rehabilitation Education			
3) DATA CAPTURE AND INSIGHT			
BRONZE			
B3.1 – Internal Equality Monitoring		B3.2 – Internal Response Rate	
B3.3 – Fan Equality Monitoring		B3.4 – Fan Response Rate	
B3.5 – GDPR		B3.6 – Club Survey Plan	

SILVER			
S3.1 – Bronze Level		S3.2 – Internal Monitoring Actions	
S3.3 – Fan Monitoring Actions			
4) POLICY AND LEGAL COMPLIANCE			
BRONZE			
B4.1 – Family Friendly Policies		B4.2 – Additional Policies	
B4.3 – Equality Policy		B4.4 – Staff Inductions	
B4.5 - Code of Conducts		B4.6 – Gender Pay Gap	
B4.7 – Mental Health Policy		B4.8 – I-Recruit	
SILVER			
S4.1 – Bronze Level		S4.2 – Legal Advice	
S4.3 – Mental Health Action Plan		S4.4– External Framework	
5) AWARENESS RAISING AND COMMUNICATION			
BRONZE			
B5.1 – Match Commitment		B5.2 – Disability Access Officer	
B5.3 – Website		B5.4 – Supporter Liaison Log	
SILVER			
S5.1 – Bronze Level		S5.2– EDI Report	
S5.3 – Fan Base		S5.4 – Broader Engagement	
S5.5 – Inclusive Comms Policy			
6) EDUCATION AND TRAINING			
BRONZE			
B6.1 – Internal Briefings		B6.2 – Training Matrix	
B6.3 – Playing for Inclusion		B6.4 – Senior Steward	
B6.5 – Senior Staff Mental Health Training		B6.6 – Additional Training	
SILVER			
S6.1 – Bronze Level		S6.2 – Reflective of Fan Diversity Training	
S6.3 – Staff Mental Health Training			

GOLD REQUIREMENTS			
GOLD			
G1 – Silver Level		G2 – EDI Presentation	
G3 – Match Visit		G4 – Staff Consultation	
G5 – EDI Project		G6 – Culture Review	

1 Accountability and Commitment

The Club Board, CEO and Senior staff are committed and accountable for Equality across the business

Outcome: The club demonstrates effective leadership and sustainable commitment with Equality, Diversity and Inclusion embedded through all structures and aspects of the club

BRONZE

Criteria	Evidence Demonstration	Templates Available
<p><u>B1.1 – Responsibility</u> <i>The Club shall set responsibility for equality and mental health at the highest level in the organisation both in terms of officers and board members</i></p> <p>Met – The Club has a visible statement which demonstrates the club board and senior leaders are responsible for Equality and Mental Health throughout the club structures.</p> <p>Partially met – The Club has a statement; however, this is not visible within the club / The club only states the commitment relates to senior management and not the overall board or vice versa.</p> <p>Not met – The Club does not have a statement which demonstrates the responsibility of Equality and Mental Health sits with the Board and Senior Management.</p>	<ul style="list-style-type: none"> The Club Board objectives have a clear statement relating to Equality, Diversity and Inclusion and Mental Health The Club mission or vision statement includes Equality, Diversity and Inclusion The CEO role description includes Equality, Diversity and Inclusion The Club Chair role description includes Equality, Diversity and Inclusion The Club has a statement which states the Board is responsible for Equality, Diversity, and Inclusion 	<p>- Board Responsibility Statement</p> <p>- Head of Organisations Role Description</p>
<p><u>B1.2 – Board Member & Lead Officer</u> <i>The Club shall appoint a Board Member with responsibility for Diversity and Inclusion throughout club structures and Lead Officer with role descriptions which reflect Equality and Anti-Discrimination</i></p> <p>Met – The Club has in place both Board Champion and Lead equality staff member who is the direct point of contact for the Club. Both individuals have Equality, Diversity and Inclusion aspects within their role descriptions. Club must inform of any changes to either position and provide level of time spent by Lead officer (Full time / part time)</p> <p>Partially Met – Club only has either Board Champion or Lead Officer within its structure</p>	<ul style="list-style-type: none"> The Club provide names of individuals placed in the role of Board Champion and Lead Officer along with contact details. The Club provides role descriptions for both individuals. The Club Lead Officer details is visible within the club website. The Club can demonstrate it has a shared Equality lead with the Clubs Trust – <i>Please note evidence must be provided of club's commitment and joint working</i> 	<p>- Board Champion Role Description</p> <p>- Lead Officer Role Description</p>

<p>Not Met – Club does not have either role within the club structure / Club is unable to demonstrate Equality, Diversity and Inclusion within job roles</p>		
<p><u>B1.3 – Internal Inclusion Group</u> <i>The Club has terms of reference for the internal inclusion advisory group/working group which includes wide range of participants including players and coaches along with a log of actions taken by the internal group (notes or minutes submitted)</i></p> <p>Met – The Club has in place an internal inclusion group which includes members of first team staff and able to provide evidence of minutes from meetings – Inclusion group should have no less than 6 members</p> <p>Partially Met – The Club has in place an internal inclusion group, however is not able to provide minutes of meeting which have taken place and does not include a wide range of participants</p> <p>Not Met – The Club does not have an internal inclusion group in place / The Club has less than 3 members of the internal inclusion group</p>	<ul style="list-style-type: none"> • The Club provides named individuals who are members of the internal inclusion group • The Club provides copy of minutes from internal inclusion group meetings which includes attendees of meetings • The Club provides copy of terms of reference for the internal inclusion group 	<p>- Internal Advisory Group Terms of Reference</p>
<p><u>B1.4 – Access Audit</u> <i>The results of the most recent access audit and subsequent remedial actions</i></p> <p>Met – The Club provides an access audit which has been undertaken in the past 3 seasons along with actions which is required to be undertaken.</p> <p>Partially Met – The Club provides an access audit from the past 3 season, however, is either unable to provide actions, or is unable to demonstrate work undertaken to achieve actions</p> <p>Not Met – The Club does not have an up-to-date Access Audit which has been undertaken in the past 3 seasons</p>	<ul style="list-style-type: none"> • The Club provides a copy of the Access Audit • The Club provides an action list and demonstrates ability of undertaking actions required 	<p>- Action Plan Template</p>
<p><u>B1.5 – Action Plan</u> <i>The Club shall produce an evidence-based action plan for equality. This should be aligned to the work areas in the organisations business plan and should incorporate actions based on analysis of the organisation's equality profile audit data. Guidance should be sought from appropriate equalities organisations and partners.</i></p>	<ul style="list-style-type: none"> • The Club provides an Equality Action Plan (The plan may be a shared plan with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> • The Club provides Equality Monitoring Data which supports the creation of the plan 	<p>- Action Plan Template</p>

<p>Met – The Club has an Equality Action Plan in place and can demonstrate process of creation and timeline of achievement – Club should provide evidence of undertaken actions</p> <p>Partially Met – The Club has a plan in place to create Equality Action Plan however, the plan has yet to be launched</p> <p>Not Met – The Club does not have an Equality Action Plan or plans to create one</p>	<ul style="list-style-type: none"> The Club provides evidence of actions which has taken place through the Equality Action Plan 	
<p><u>B1.6 – Community Engagement</u> <i>The Club develops relationships with people from different communities locally e.g., faith based, LGBTQ+, older people, younger people, women and girls etc.</i></p> <p>Met – The Club undertakes regular consultation with diverse groups within its community</p> <p>Partially Met – The Club undertakes adhoc consultation with diverse groups within its community</p> <p>Not Met – The Club does not undertake in consultation with diverse communities within its community</p>	<ul style="list-style-type: none"> The Club provides evidence and membership of its external diversity advisory group The Club provides a meeting log with diverse groups across its community The Club provides evidence of programmes working with diverse groups across its community (The programmes may be a shared plan with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	<p>- Engagement Log Template</p>
<p><u>B1.7 – Access Statement</u> <i>The Club has an up to date Access Statement which outlines the support and access opportunities for people living with a disability.</i></p> <p>Met – The Club has an up to date access statement which is updated each season and is available within its website</p> <p>Partially Met – The Club has an access statement but this is either out of date or not available on the website.</p> <p>Not Met – The Club does not have an access statement</p>	<ul style="list-style-type: none"> The Club provides a copy of the up to date access statement The Club provide a link to the access statement within its websites 	

2 Reporting and Tackling Discrimination

The Club are proactive in tackling all incidents of Discrimination on and off the pitch

Outcome: The Club has processes and procedures that support effective reporting and ability to tackle all forms of discrimination, whilst considering trends to challenge in a proactive manner

BRONZE

Criteria	Evidence Demonstration	Templates Available
<p><u>B2.1 – Steward Briefings</u> <i>The Club provides equality briefings to stewards on match days</i></p> <p>Met – The Club provides regular EDI briefings to stewards covering key topics and updated awareness on current trends across the game.</p> <p>Partially Met – The Club provides sporadic briefings to stewards which covers key topics and updated awareness on current trends across the game.</p> <p>Not Met – The Club does not provide EDI steward briefings.</p>	<ul style="list-style-type: none"> The Club provides evidence on briefings which have taken place with Stewards for example; notes, presentation or handouts provided to stewards The Club provides evidence of updated training or awareness delivered to stewards. 	- No Template Provided
<p><u>B2.2 – Incident Log</u> <i>The Club submits a log of incidents (Match Day, social media and staff complaints) including details of the actions taken investigation information and the resolutions/outcomes, monitoring trends to address any potential issues</i></p> <p>Met – The Club provides an up-to-date log with suitable detail on each incident, the incident log should coincide with incidents reported to the EFL. All incidents should have been fully investigated or currently undertaking investigation.</p> <p>Partially Met – The Club provides an incident log which does not have sufficient information / The Club has not reported incidents to the EFL as they take place.</p> <p>Not Met – The Club does not have an incident log in place / The Club has not investigated incidents efficiently.</p>	<ul style="list-style-type: none"> The Club provides an up-to-date incident log which links all incidents which have been reported to the EFL. The Club reports all incidents related to EDI complaints to the EFL. Notes on investigations and feedback from complainers with notes on the resolution of the incident 	- Incident Log Template

<p><u>B2.3 – Reporting Communication</u> <i>The Club communicates to staff and fans on how to report an incident (both on match day, non-match day on social media)</i></p> <p>Met – The Club provides the procedure to reporting incidents for staff and fans, demonstrating how this has been communicated.</p> <p>Partially Met – The Club has a procedure for reporting complaints, however does not provide evidence of how this is communicated.</p> <p>Not Met – The Club does not have a procedure of reporting incidents across the Club.</p>	<ul style="list-style-type: none"> • The Club provides a copy of reporting procedures • The Club provides evidence of how these are communicated to staff and fans, this may include emails, staff briefings, information in match day programmes and website articles 	<p>- Reporting Procedures Template</p>
<p><u>B2.4 – Cooperation</u> <i>The Club cooperates fully with the relevant authorities when dealing with any incidents i.e. The FA, Police, EFL and Kick it Out</i></p> <p>Met – The Club provides evidence in cooperating with relevant authorities when dealing with EDI incidents.</p> <p>Partially Met – The Club does not fully engage with relevant authorities in all cases.</p> <p>Not Met – The Club does not engage with relevant authorities in any cases.</p>	<ul style="list-style-type: none"> • The Club provides evidence on engagement with authorities, this can be present within notes of incidents or emails. • The Club can provide support letters from local Police Force or Match Day commanders • Club provides a no incident procedure 	<p>- No Template Provided</p>
<p><u>B2.5 – Banning Orders</u> <i>The Club has a transparent procedure for banning supporters which is clearly communicated</i></p> <p>Met – The Club provides a procedure for banning supporters in attending Club matches along with evidence of communication to the fact fans may be banned.</p> <p>Partially Met – The Club provides a procedure, however is unable to provide evidence of communication of the banning orders.</p> <p>Not Met – The Club does not have a procedure in place for the banning of supporters.</p>	<ul style="list-style-type: none"> • The Club provides its procedure of banning fans across the club. • The Club provides examples of communication relating to the banning of fans from the Club. • The Club provides links to the procedure on its website. 	<p>- Banning Order Procedure Template</p>

<p><u>B2.6 – Abuse Support</u> <i>Individuals are provided with wellbeing information, including on where to go for help and advice in relation to abuse, victimisation, harassment, and bullying</i></p> <p>Met – The Club provides information to players, staff and supporters of organisations and support available to their element of the Club.</p> <p>Partially Met – The Club does not provide support information relating to wellbeing to all groups (Players, Staff and Supporters).</p> <p>Not Met – The Club does not provide wellbeing information to players, staff, and supporters.</p>	<ul style="list-style-type: none"> • The Club provides evidence of partnerships with organisations who offer wellbeing support. • The Club provides communication evidence relating to wellbeing. • The Club provides guidance documents relating to wellbeing for related participants across the Club. 	<p>- No Template Provided</p>
<p><u>B2.7 – Ground Regulations</u> <i>Ground regulations are clearly displayed at all turnstiles and copies are available on-line and in the ticket office.</i></p> <p>Met – The Clubs ground regulations are displayed on entry to the ground within its website and when purchasing tickets.</p> <p>Partially Met – The Clubs ground regulations are not fully displayed across the Club setting.</p> <p>Not Met – The Club does not display its ground regulations.</p>	<ul style="list-style-type: none"> • The Club provides a copy of its ground regulations • The Club provides evidence of ground regulations displayed across the ground • The Club provides links to website which hosts the ground regulations • The Club provides match day programmes which display the ground regulation 	<p>- Ground Regulations Template</p>
<p><u>B2.8 – Email Service</u> <i>The Club has introduced a Discrimination Reporting email service, allowing supporters to report forms of discrimination on and after match days</i></p> <p>Met – The Club has a Discrimination Reporting Email service and a procedure of how to deal with incidents in which it is reported and evidencing of any incidents which are reported.</p> <p>Partially Met – The Club has a Discrimination Reporting email service, however do not have a procedure in dealing with incidents.</p> <p>Not Met – The Club does not provide an Discrimination Reporting email service..</p>	<ul style="list-style-type: none"> • The Club provides the email address which allows supporters to report discrimination • The Club provides the procedure on dealing and responding to email reports. • The Club provides the log of incidents which have been made to the Club. 	<p>- Email Service Procedure Template</p>

3 Data Capture and Insight

The Club collects robust data and uses this to inform its actions and activities going forward

Outcome: The Club Equality, Diversity and Inclusion outcomes and plans are driven through understanding of the community and insights of stakeholders to allow ability to demonstrate progress and development

BRONZE

Criteria	Evidence Demonstration	Templates Available
<p><u>B3.1 – Internal Equality Monitoring</u> <i>An Equality Monitoring report which covers all staff, Academy Players and Board profile data completed.</i></p> <p>Met – The Club provides a fully completed Equality Monitoring report undertaking legally compliant collection of data.</p> <p>Partially Met – The Club has begun data collection, however has yet to complete / The Club has not collected data from all relevant groups.</p> <p>Not Met – The Club has not begun or has not provided Equality Monitoring report.</p>	<ul style="list-style-type: none"> The Club submits a completed Equality Monitoring data. The Club submits questions in which it has asked across the required groups. The Club provides evidence of information issued to staff, academy players and Board in relation to the Equality Monitoring 	- Equality Monitoring Questions
<p><u>B3.2 – Internal Response Rate</u> <i>The Club has achieved a statistically significant response rate within all Equality Monitoring report (Staff, Board and Academy Players)</i></p> <p>Met – The club has achieved 80%+ response rate across each of the required groups (Staff, Board and Academy Players). If the Club does not meet the 80% they are able to demonstrate attempts through achievement plan</p> <p>Partially Met – The Club has achieved 80%+ response rate against one or more required groups.</p> <p>Not Met – The Club has not achieved 80%+ response rate against any of the required groups.</p>	<ul style="list-style-type: none"> The Club provides statistics of number of individuals within each required group as well as the number of returns against each group 	- No Template Provided

<p><u>B3.3 – Fan Equality Monitoring</u> <i>An Equality Monitoring Report covering season ticket holders including junior members is completed</i></p> <p>Met – The Club provides a fully completed Equality Monitoring report undertaking legally compliant collection of data.</p> <p>Partially Met – The Club has begun data collection, however has yet to complete / The Club has not collected data from relevant groups.</p> <p>Not Met – The Club has not begun or has not provided Equality Monitoring report.</p>	<ul style="list-style-type: none"> • The Club submits a completed Equality Monitoring data. • The Club submits questions in which it has asked across the required groups. • The Club provides evidence of information issued to supporters in relation to the Equality Monitoring 	<p>- Equality Monitoring Questions</p>
<p><u>B3.4 – Fan Response Rate</u> <i>The Club has achieved a statistically significant response rate within all Equality Monitoring report (Season Tickets Holders and Junior Members)</i></p> <p>Met – The club has achieved 20%+ across each of the required groups (Season Ticket Holders and Junior Members) If the Club does not meet the 20% they are able to demonstrate attempts through achievement plan</p> <p>Partially met – The Club has achieved 20%+ response rate against one or more required groups.</p> <p>Not met – The Club has not achieved 20%+ response rate against any of the required groups.</p>	<ul style="list-style-type: none"> • The Club provides statistics of number of individuals against each required groups as well as the number of returns against each group 	<p>-No Template Provided</p>
<p><u>B3.5 - GDPR</u> <i>The Club can demonstrate compliance with GDPR</i></p> <p>Met – The Club has undertaken the equality monitoring reports under the compliance of GDPR utilising a GDPR policy.</p> <p>Partially Met – The Club can demonstrate the report had been undertaken under GDPR regulations, however does not have a GDPR Policy.</p> <p>Not Met – The Club does not have a GDPR policy.</p>	<ul style="list-style-type: none"> • The Club provides a copy of its GDPR Policy. • The Club can demonstrate appropriate collection procedures. • The Club can demonstrate appropriate handling of Equality Monitoring returns 	<p>- GDPR Policy Template</p>
<p><u>B3.6 – Club Survey Plan</u></p>	<ul style="list-style-type: none"> • The Club provides the Survey plan document 	<p>New Requirement</p>

<p><i>The Club has a plan to achieve the required response rate within both supporter and staff equality monitoring</i></p> <p>Met – The Club provides a plan of implementation of Equality Monitoring surveys including dates, activations and further activations if response rate is not achieved</p> <p>Partially Met – The Club has a plan, however the plan has not been followed if response rate has not been achieved</p> <p>Not Met – The Club does not have a plan in place</p>	<ul style="list-style-type: none"> • The Club demonstrate evidence of process in activating the plan 	
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4 Policy and Legal Compliance

The Club has a robust set policies and procedures in place to ensure it is legally compliant

Outcome: The Club embeds Equality, Diversity and Inclusion throughout policies and procedures allowing for an Inclusive culture to be established and developed

BRONZE

Criteria	Evidence Demonstration	Templates Available
<p><u>B4.1 – Family Friendly Policies</u> <i>The Club has a set of up to date and signed off policies – adoptions, maternity, paternity, parental leave and flexible working</i></p> <p>Met – The Club provides a complete set of policies which have been signed off by the Board with a clear review date</p> <p>Partially Met – The Club has policies in place, however these have yet to signed off by the Board or is currently under review</p> <p>Not Met – The Club does not have all policies in place</p>	<ul style="list-style-type: none"> The Club provides copy of the required policies The Club provides draft copies of the required policies The Club provides copies of the CCO policies which the Club utilise (The policies may be a shared policies with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	- Policy Templates
<p><u>B4.2 – Additional Policies</u> <i>The Club has a set of up to date and signed off policies – whistleblowing, grievance, bullying and harassment, disciplinary, volunteer policy, modern slavery and Recruitment and Selection policy</i></p> <p>Met – The Club provides a complete set of policies which have been signed off by the Board with a clear review date</p> <p>Partially Met – The Club has policies in place, however these have yet to signed off by the Board or is currently under review</p> <p>Not Met – The Club does not have all policies in place</p>	<ul style="list-style-type: none"> The Club provides copy of the required policies The Club provides draft copies of the required policies The Club provides copies of the CCO policies which the Club utilise (The policies may be a shared policies with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	- Policy Templates
<p><u>B4.3 – Equality Policy</u> <i>The Club shall implement a policy for equality. This policy shall be disseminated and communicated throughout the organisation</i></p>	<ul style="list-style-type: none"> The Club can provide an Equality policy within the club structures The Club can demonstrate it has a shared Equality policy with the Clubs Trust – <i>Please note evidence must be provided of club's commitment and joint working</i> 	- Equality Policy

<p>Met – The Club has an Equality policy which has been issued to all Club staff throughout the organisation and is accessible by all.</p> <p>Partially met – The Club has an Equality policy; however, the Club is not able to demonstrate the policy has been issued to all Cub staff and unable to be accessed by staff.</p> <p>Not met – The Club does not have an Equality policy in place</p>	<ul style="list-style-type: none"> • The Club can demonstrate staff have been made aware of the Equality policy through staff emails or Club intranet • 	
<p><u>B4.4 – Staff Inductions</u> <i>Staff induction materials include equality and diversity.</i></p> <p>Met – The Club provides evidence that new start staff are provided with information relating to Equality and Diversity including training and access to Equality Policy</p> <p>Partially Met – The Club does not provide new starts with access to both Equality and Diversity training and access to the clubs Equality Policy</p> <p>Not Met – The Club does include Diversity and Inclusion information in new start induction</p>	<ul style="list-style-type: none"> • The Club provides information relating to induction process for new starts within the club • The Club provides material relating to training which is undertaken by new starts within the club 	<p>- No Template Provided</p>
<p><u>B4.5 – Code of Conducts</u> <i>The Club has code of conducts or job descriptions which set out their expectations of behaviours for; players, coaches, staff, board members, match day guests casual staff including stewards and contract staff</i></p> <p>Met – The Club provides a complete set of Code of Conducts / Job Descriptions for the required roles</p> <p>Partially Met – The Club is unable to provide a full set of Code of Conducts / Job Descriptions, however has provided evidence that missing elements are in creation</p> <p>Not Met – The Club does not have Code of Conduct / Job Descriptions in place</p>	<ul style="list-style-type: none"> • The Club provides copy of the required Code of Conduct / Job Descriptions • The Club provides draft copies of Code of Conduct / Job Descriptions 	<p>- Code of Conduct Templates</p>
<p><u>B4.6 – Gender Pay Gap</u> <i>The Club submits a gender pay gap (if applicable) The Club requires to submit a GPG if it has more than 250 employees</i></p>	<ul style="list-style-type: none"> • The Club provides a copy of its Gender Pay Gap which has been submitted via Government requirements 	<p>- No Template Provided</p>

<p>Met – The Club provides its most recent Gender Pay Gap or provides evidence that it has less than 250 employees</p> <p>Partially Met – The Club is currently undertaking its gender pay gap</p> <p>Not Met – The Club does not provide its Gender Pay Gap despite having more than 250 employees</p>	<ul style="list-style-type: none"> The Club provides its Head Count report demonstrating it has less than 250 employees including a list of staff names and job title and length of service 	
<p><u>B4.7 – Mental Health Policy</u> <i>The Club has a Mental Health and Wellbeing policy in place</i></p> <p>Met – The Club provides a Mental Health and Wellbeing policy which is up to date and signed off by the Board with clear review dates</p> <p>Partially Met – The Clubs has Mental Health and Wellbeing policy which has yet to be signed off by the board</p> <p>Not Met – The Club does not have a mental health and wellbeing policy in place</p>	<ul style="list-style-type: none"> The Club provides a copy of the Mental Health and Wellbeing policy The Club provides a copy of the draft Mental Health and Wellbeing policy which has yet to be signed off by the board (The policy may be a shared policy with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	<p>- Mental Health Policy Template</p>
<p><u>B4.8 – i-Recruit</u> <i>The Club utilises i-Recruit or anonymised recruitment practices for all Academy coaching positions</i></p> <p>Met – The Club utilises i-Recruit platform for recruitment of all Academy coaching positions with all reports submitted in line with EFL Regulations</p> <p>Partially Met – The Club has used i-Recruit for some Academy Coaching positions</p> <p>Not Met – The Club does not use i-Recruit platform for Academy Coaching Positions</p>	<ul style="list-style-type: none"> The Club provide evidence of recruitment process which demonstrates use of i-Recruit The Club provides reports for Academy Coaching positions recruitment in relation to diverse candidates 	<p>- No Template Provided</p>

5 Awareness Raising and Communication

The Club uses their position in the community and society to develop messages to support stakeholders and raise awareness of its commitments to inclusion and anti-discrimination

Outcome: The Club communicates and raises awareness of its Equality, Diversity and Inclusion output, celebrating achievements on its equality journey

BRONZE

Criteria	Evidence Demonstration	Templates Available
<p><u>B5.1 – Match Commitment</u> <i>The Club dedicates specific matches / social media activity to raise awareness of the club commitment to inclusion and anti-discrimination</i></p> <p>Met – The Club demonstrates dedicated social media activity / matches to inclusion and anti-discrimination including weekends and events supported by the EFL</p> <p>Partially Met – The Club demonstrates dedicated matches to inclusion and anti-discrimination, however does not undertake events supported by the EFL</p> <p>Not Met – The Club does not dedicate matches to inclusion and anti-discrimination messages</p>	<ul style="list-style-type: none"> The Club demonstrates activity in which took place during dedicated matches The Club provides material which was utilised within dedicated matches The Club provides future plans for dedicated matches to inclusion and anti-discrimination messages 	<p>- Match Commitment Template</p>
<p><u>B5.2 – Disability Access Officer</u> <i>The Club nominates a Disability Access Officer who is the main point of contact for disabled supporters and has a responsibility for matters relating to disability at the club</i></p> <p>Met – The Club has a nominated Disability Access Officer with their details and contact information on the Club's website</p> <p>Partially Met – The Clubs has a nominated Disability Access Officer, however their information is not available on the club website</p> <p>Not Met – The Club does not have a nominated Disability Access Officer</p>	<ul style="list-style-type: none"> The Club provides a named individual who is nominated as the disability access officer The Club provides recruitment information for a Disability Access Officer The Club provides a member of staff job descriptions which shows The Club provides links to website which states contact details for Disability Access Officer The club provides a job description for a Disability Access Officer Disability Access Officer duties within the role 	<p>- DAO Role Description Template</p>

<p><u>B5.3 – Website</u> <i>The Club has an area of its website for inclusion and anti-discrimination</i></p> <p>Met – The Club has a section within the club website or associated website which is dedicated to inclusion and anti-discrimination</p> <p>Partially Met – The Club utilises its website to share messages of inclusion and anti-discrimination, however the inclusion and anti-discrimination does not have its own section</p> <p>Not Met – The club does not have an inclusion and anti-discrimination section and does not use the website to utilise messages</p>	<ul style="list-style-type: none"> • The Club provides a link to its website or associated websites which demonstrate a section dedicated to inclusion and anti-discrimination • The Club provides links to articles related to inclusion and anti-discrimination on its website (The website may be a shared website with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	<p>- No Template Provided</p>
<p><u>B5.4 – Supporter Liaison Log</u> <i>Diverse Supporters are considered throughout the Club decision making processes</i></p> <p>Met – <i>The Club provides details of diverse fan groups and their inclusion within Fan Forums and procedures for handling supporter requests</i></p> <p>Partially Met – The Club is able to provide a list of Diverse Fan Groups, however they are not included within Fan Forums</p> <p>Not Met – The Club is not able to provide evidence of Diverse Fan Groups or their involvement within Fan Forums</p>	<ul style="list-style-type: none"> • List of Diverse Fan Groups within Club Supporter base • Minutes from Fan Forums demonstrating diverse fan group attendance • Evidence demonstrating diverse fan groups within Fan Board 	

6 Education and Training

The Club ensures that all staff, Board and players have completed relevant training to support their roles

Outcome: The Club is committed to increasing knowledge and understanding of Equality, Diversity and Inclusion across its structures, creating an environment of inclusivity

BRONZE

Criteria	Evidence Demonstration	Templates Available
<p><u>B6.1 – Internal Briefings</u> <i>The Club ensures Board, Club Staff, Playing and Coaching staff (paid and unpaid) understand the principles of inclusion and anti-discrimination and receive annual updates and briefings</i></p> <p>Met – The Club provides annual briefings to staff to update on Clubs work in EDI including the Equality policy</p> <p>Partially Met – The Club provides an annual briefing to staff; however this does not include update on EDI work or Equality policy</p> <p>Not Met – The Club does not undertake an annual briefing with staff in relation to EDI work</p>	<ul style="list-style-type: none"> The Club provides evidence of its annual updates to staff The Club provides evidence of updates (The programmes may be a shared update with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	- No Template Provided
<p><u>B6.2 – Training Matrix</u> <i>The Club develops a training matrix to identify who needs training throughout the Club including playing and coaching staff, when it happened and when it requires updating</i></p> <p>Met – The Club has an updated training matrix which demonstrates the training of all staff and when this requires to be undertaken. All Staff must be listed including which courses they attended (Including Board and First Team)</p> <p>Partially Met – The Club has a training matrix, however this is not regularly updated and does not include all staff members</p> <p>Not Met – The Club does not have a training matrix and understanding of the training requirements for staff</p>	<ul style="list-style-type: none"> The Club provides an updated training matrix with details of courses and requirements for when they need updated 	- Training Matrix Template

<p><u>B6.3 – Playing for Inclusion</u> <i>The Club ensures all employees and Board undertake the Playing for Inclusion workshop – Training should be completed every three years</i></p> <p>Met – All staff and Board Members have undertaken the Playing for Inclusion workshop within the past 3 years and is mirrored with training matrix</p> <p>Partially Met – Some staff and Board members are required to undertake an update of the Playing for Inclusion training and is mirrored in training matrix</p> <p>Not Met – The Club is unable to show the training log for the Playing for Inclusion module with staff</p>	<ul style="list-style-type: none"> • The Club provides an updated Playing for Inclusion training log with staff information • Playing for Inclusion is monitored through training matrix 	<p>- Training Matrix Template</p>
<p><u>B6.4 – Senior Steward</u> <i>The Club ensures that senior stewards have undertaken the PFI course, and that equality training has been delivered to all match day staff</i></p> <p>Met – The Club provides a training log with all match day staff showing the level of Equality training undertaken with all senior stewards undertaken PFI course</p> <p>Partially Met – The Club has undertaken training with match day staff, however has not been delivered to all</p> <p>Not Met – The Club does not undertake equality training for match day staff</p>	<ul style="list-style-type: none"> • The Club provides an updated training matrix with details of courses and requirements for when they need updated • The Club provides training material which has been delivered to match day staff 	<p>- Training Matrix Template</p>
<p><u>B6.5 – Senior Staff Mental Health Training</u> <i>The Club has delivered Mental Health awareness training to senior staff including coaching staff across the business</i></p> <p>Met – The Club has provided Mental Health awareness training to all senior staff within the club environment including first team manager, coaching staff and board members</p> <p>Partially Met – The Club has provided training to senior staff, however not all have completed training</p> <p>Not Met – The Club does not provide senior staff with Mental Health awareness training</p>	<ul style="list-style-type: none"> • The Club provides an updated training matrix with details of courses and requirements for when they need updated • The Club provides training material for Mental Health awareness training 	<p>- Training Matrix Template</p>

<p><u>B6.6 – Additional Training</u> <i>The Club supports learning and development opportunities across football stakeholders, the Club must engage with stakeholders to deliver training to members (PFA and LMA)</i></p> <p>Met – The Club has provided opportunities for the LMA and PFA to deliver EDI training to staff across the club structure (First Team, Academy, Coaching Staff)</p> <p>Partially Met – The Club has engaged with football stakeholders, however has not provided a suitable time for training to take place</p> <p>Not Met – The Club has not engaged with football stakeholders to provide training for Academy, players, and coaches</p>	<ul style="list-style-type: none"> • The Club provides an updated training matrix with details of courses and requirements for when they need updated • The Club provides evidence of engagement with Football stakeholders example emails and training dates 	<p>- Training Matrix Template</p>
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1 Accountability and Commitment

The Club Board, CEO and Senior staff are committed and accountable for Equality across the business

Outcome: The club demonstrates effective leadership and sustainable commitment with Equality, Diversity and Inclusion embedded through all structures and aspects of the club

SILVER

Criteria	Evidence Demonstration	Templates Available
<p><u>S1.1 – Bronze Level</u> <i>The Club require to complete the criteria within Bronze Level</i></p> <p>Met – The Club has met all criteria within the Bronze Level</p> <p>Partially Met – The Club has met the majority of Bronze level with the remaining partiality met (Please note Club will require to have achieved all Bronze and Silver criteria to be awarded Silver award)</p> <p>Not Met – One or more within the Bronze criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the club has met the Bronze level criteria The EFL are comfortable with the club moving to Silver criteria 	- No Template Provided
<p><u>S1.2 – External Advisory Group</u> <i>The Club has a term of reference for the external advisory group. A log of actions taken by the external advisory group (Notes or minutes submitted)</i></p> <p>Met – The Club has in place an external inclusion group and able to provide evidence of minutes from meetings – Inclusion group should have no less than 3 members from outside the organisation.</p> <p>Partially Met – The Club has in place an external inclusion group, however, is not able to provide minutes of meeting which have taken place</p> <p>Not Met – The Club does not have an external inclusion group in place / The club has less than 3 members of the external inclusion group from outside the organisation</p>	<ul style="list-style-type: none"> The Club provides named individuals who are members of the external inclusion group The Club provides copy of minutes from external inclusion group meetings which includes attendees of meetings The Club provides copy of terms of reference for the external inclusion group 	- External Advisory Group Terms of Reference
<p><u>S1.3 – Board Diversity</u> <i>The Club can show evidence of its attempts to achieve greater diversity on the Board / Senior Management</i></p>	<ul style="list-style-type: none"> The Club provides evidence of Diversity of current Board which is representative and reflective of community. 	- No Template Provided

<p>Met – The Club demonstrates its commitment to greater Board diversity either through its current Board members or commitment to further diversify the Board</p> <p>Partially Met – The Club provides evidence of meetings with Equality organisations to ensure Board members are aware of diverse thoughts</p> <p>Not Met – The Club has made no effort to diversity its Board or improve Board awareness</p>	<ul style="list-style-type: none"> • The Club demonstrates attempts to further diversify its Board through recruitment attempts (Inclusion of Non-Exec / External Advisory Board) • The Club provides evidence of discussions with Community organisations to ensure diversity of thought 	
<p><u>S1.4 – Equality Impact Assessment</u> <i>EDI is embedded in all corporate processes and EIA is undertaken on a selection of processes and policies</i></p> <p>Met – The Club provides EIA for a range of processes and policies within the club structure (Minimum of 10 EIA)</p> <p>Partially Met – The Club has begun the process of implementing EIA across the Club however, has not met the minimum of 10 policies / Club has attended EIA training</p> <p>Not Met – The Club has not begun undertaking EIA across the Club structures and has not attended EIA training</p>	<ul style="list-style-type: none"> • The Club provides both policies and EIA's undertaken within the club structures • Club provides names of individuals who have attending EIA training 	<p>- EIA Template</p>
<p><u>S1.5 – Stadium Community Use</u> <i>Community use of the stadium is actively considered and promoted by the Club to diverse groups</i></p> <p>Met – The Club demonstrates community use of the stadium or other venues (This may be in partnership with the Community Trust)</p> <p>Partially Met – The Club can demonstrate conversations in regard to the use of the stadium or other venues with community groups</p> <p>Not Met – The Club does not provide any community use of its stadium or other venues</p>	<ul style="list-style-type: none"> • The Club can provide evidence of community use of its stadium or other venues • The Club can provide booking information for community use of the stadium • The Club can provide Service Level Agreements (SLA) with community organisations 	<p>- Stadium Use Log</p>
<p><u>S1.6 – Commercial Activities</u> <i>Inclusion activities is included and supports Commercial Activity of the Club</i></p>	<ul style="list-style-type: none"> • The Club provided evidence of Commercial Activity including Inclusion activities 	

<p>Met – The Club can demonstrate how the Inclusion work has impacted on the commercial activities of the Club</p> <p>Partially Met – The Club can demonstrate conversations has taken place within Inclusion and Commercial depts</p> <p>Not Met – The Club has not included Inclusion within any Commercial Conversations</p>	<ul style="list-style-type: none"> • The Club can provide evidence of the selling of Commercial assets based on the Clubs work within Inclusion • The Club provides a Commercial catalogue which includes Inclusion activities 	
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2 Reporting and Tackling Discrimination

The Club are proactive in tackling all incidents of Discrimination on and off the pitch

Outcome: The Club has processes and procedures that support effective reporting and ability to tackle all forms of discrimination, whilst considering trends to challenge in a proactive manner

SILVER

Criteria	Evidence Demonstration	Templates Available
<p><u>S2.1 – Bronze Level</u> <i>The Club require to complete the criteria within Bronze Level</i></p> <p>Met – The Club has met all criteria within the Bronze Level</p> <p>Partially Met – The Club has met the majority of Bronze level with the remaining partiality met (Please note Club will require to have achieved all Bronze and Silver criteria to be awarded Silver award)</p> <p>Not Met – One or more within the Bronze criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the club has met the Bronze level criteria The EFL are comfortable with the club moving to Silver criteria 	- No Template Provided
<p><u>S2.2 – Annual Report</u> <i>The Club develops an annual report which analyses the trends in reported incidents and identifies action to address these.</i></p> <p>Met – The Club provides a report which states all incidents across the Club each season and provides actions to challenge the trends.</p> <p>Partially Met – The Club does not have an effective annual report which provides evidence across the Club and identifies the trends.</p> <p>Not Met – The Club does not produce an annual report relating to discrimination cases.</p>	<ul style="list-style-type: none"> The Club provides its annual report, relating to discrimination incidents. The Club provides evidence of actions which have taken place to address trends. 	- No Template Provided
<p><u>S2.3 – Incident Communication</u> <i>The Club has set procedures that should be followed for communication with the public and media regarding incidents of discrimination.</i></p> <p>Met – The Club has a procedure in communicating incidents of discrimination and can demonstrates its use.</p>	<ul style="list-style-type: none"> The Club provides its procedure in communicating incidents of discrimination The Club provides evidence of communications regarding incidents of discrimination The Club provides its tannoid scripts in addressing discrimination incidents 	<p>- Procedure Template</p> <p>- Tannoid Script Template</p>

<p>Partially Met – The Club has a procedure in communicating incidents of discrimination, however the procedure has not been followed.</p> <p>Not Met – The Club does not have a procedure in communicating incidents of discrimination.</p>		
<p><u>S2.4 – Text Service</u> <i>The Club has introduced a Discrimination Reporting text service, allowing supporters to report forms of discrimination on and after match days with immediate action able to take place</i></p> <p>Met – The Club has a Discrimination text service and a procedure of how to deal with incidents in which it is reported and evidence of any incidents which are reported.</p> <p>Partially Met – The Club has a Discrimination Reporting text service, however does not have a procedure in dealing with incidents.</p> <p>Not Met – The Club does not provide an Discrimination Reporting text service..</p>	<ul style="list-style-type: none"> • The Club provides the text number which allows supporters to report discrimination • The Club provides the procedure on dealing and responding to text reports. • The Club provides the log of incidents which have been made to the Club. 	<p>- Email Service Procedure Template</p>
<p><u>S2.5 – Rehabilitation Education</u> <i>The Club has an education programme which is delivered to supporters who have received temporary bans from the club</i></p> <p>Met – The Club has a suitable training programme to rehabilitate supporters to allow return to the club after a ban.</p> <p>Partially Met – The Club has a training programme which is deemed to be unsuitable and requires altering.</p> <p>Not Met – The Club does not have a training programme to rehabilitate supporters.</p>	<ul style="list-style-type: none"> • The Club provides education programme which rehabilitates supporters. • The Club provides names of trainers who provides the training programme. • The Club provides evidence of SLA with outside agency who delivers training on Clubs behalf. • The Clubs provides feedback from participants in relation to training delivery. 	<p>- No Template Provided</p>

3 Data Capture and Insight

The Club collects robust data and uses this to inform its actions and activities going forward

Outcome: The Club Equality, Diversity and Inclusion outcomes and plans are driven through understanding of the community and insights of stakeholders to allow ability to demonstrate progress and development

SILVER

Criteria	Evidence Demonstration	Templates Available
<p><u>S3.1 – Bronze Level</u> <i>The Club require to complete the criteria within Bronze Level</i></p> <p>Met – The Club has met all criteria within the Bronze Level</p> <p>Partially Met – The Club has met the majority of Bronze level with the remaining partiality met (Please note Club will require to have achieved all Bronze and Silver criteria to be awarded Silver award)</p> <p>Not Met – One or more within the Bronze criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the club has met the Bronze level criteria The EFL are comfortable with the club moving to Silver criteria 	- No Template Provided
<p><u>S3.2 – Internal Monitoring Actions</u> <i>Actions and next steps are identified within the report as a result of equality monitoring</i></p> <p>Met – The Club provides actions relating to monitoring results which can be seen within Clubs EDI Action Plan.</p> <p>Partially Met – The Club provides actions relating to monitoring results, however this is not placed within Action Plan.</p> <p>Not Met – The Club has not produced actions based on equality monitoring results.</p>	<ul style="list-style-type: none"> The Club provides the Equality Action Plan which demonstrates actions relating to the result of the Equality Monitoring report (The plan may be a shared plan with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	- Equality Monitoring Actions Templates
<p><u>S3.3 – Fan Monitoring Actions</u> <i>Actions and next steps are identified within the report as a result of equality monitoring</i></p> <p>Met – The Club provide actions relating to monitoring results which can be seen within Club EDI Action Plan.</p>	<ul style="list-style-type: none"> The Club provides the Equality Action Plan which demonstrates actions relating to the result of the equality monitoring report (The plan may be a shared plan with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> 	- Equality Monitoring Actions Templates

Partially met – The Club provide actions relating to monitoring results; however this is not placed within Action Plan.

Not met – The Club has not produced actions based on equality monitoring results.

4 Policy and Legal Compliance

The Club has a robust set policies and procedures in place to ensure it is legally compliant

Outcome: The Club embeds Equality, Diversity and Inclusion throughout policies and procedures allowing for an Inclusive culture to be established and developed

SILVER

Criteria	Evidence Demonstration	Templates Available
<p><u>S4.1 – Bronze Level</u> <i>The Club require to complete the criteria within Bronze Level</i></p> <p>Met – The Club has met all criteria within the Bronze Level</p> <p>Partially Met – The Club has met the majority of Bronze level with the remaining partiality met (Please note Club will require to have achieved all Bronze and Silver criteria to be awarded Silver award)</p> <p>Not Met – One or more within the Bronze criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the club has met the Bronze level criteria The EFL are comfortable with the club moving to Silver criteria 	- No Template Provided
<p><u>S4.2 – Legal Advice</u> <i>The Club has access to legal advice on equality, diversity and inclusion</i></p> <p>Met – The Club has in house legal advice or has access to the outside legal advice regarding Equality, Diversity and Inclusion</p> <p>Partially Met – The Club has adhoc legal advice in regard to Equality, Diversity and Inclusion</p> <p>Not Met – The Club has no access to legal advice in relation to Equality, Diversity and Inclusion</p>	<ul style="list-style-type: none"> The Club provide evidence of inhouse legal advice within the club structures The Club provides a Service Level Agreement with outside legal advice in relation to Equality, Diversity and Inclusion 	-No Template Provided
<p><u>S4.3 – Mental Health Action Plan</u> <i>The Club has a Mental Health and Wellbeing action plan in place</i></p> <p>Met – The Club has a Mental Health and Wellbeing Action Plan in place and can demonstrate process of creation and timeline of achievement</p>	<ul style="list-style-type: none"> The Club provides a Mental Health and Wellbeing Action Plan (The plan may be a shared plan with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> The Club provides evidence of actions which has taken place through the Mental Health and Wellbeing Action Plan Mental Health and Wellbeing is part of Equality Action Plan 	<p>- Mental Health Action Plan Template</p> <p>- Actions Template</p>

<p>Partially Met – The Club has a plan in place to create Mental Health and Wellbeing Action Plan however, the plan has yet to be launched</p> <p>Not Met – The Club does not have a Mental Health and Wellbeing Action Plan or plans to create one</p>		
<p><u>S4.4 – External Framework</u> <i>The Club can demonstrate compliance to external frameworks such a disability confident, investing in people or menopause friendly.</i></p> <p>Met – The Club has external framework compliance / acceptance or has begun the process of achievement</p> <p>Partially Met – The Club has a plan, however has not begun achievement process</p> <p>No Met – The Club has not considering External Frameworks</p>	<ul style="list-style-type: none"> • The Club demonstrates compliance and acceptance to external frameworks • The Club provides a plan of achievement external frameworks 	

5 Awareness Raising and Communication

The Club uses their position in the community and society to develop messages to support stakeholders and raise awareness of its commitments to inclusion and anti-discrimination

Outcome: The Club communicates and raises awareness of its Equality, Diversity and Inclusion output, celebrating achievements on its equality journey

SILVER

Criteria	Evidence Demonstration	Templates Available
<p><u>S5.1 – Bronze Level</u> <i>The Club require to complete the criteria within Bronze Level</i></p> <p>Met – The Club has met all criteria within the Bronze Level</p> <p>Partially Met – The Club has met the majority of Bronze level with the remaining partiality met (Please note Club will require to have achieved all Bronze and Silver criteria to be awarded Silver award)</p> <p>Not Met – One or more within the Bronze criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the club has met the Bronze level criteria The EFL are comfortable with the club moving to Silver criteria 	- No Template Provided
<p><u>S5.2 – EDI Report</u> <i>An annual achievement report which showcases the clubs EDI work</i></p> <p>Met – The Club produces an annual report demonstrating its work across EDI which is published on its website or local communities</p> <p>Partially Met – The Club has an annual report; however it does not publish this within its website</p> <p>Not Met – The Club does not produce an annual report relating to their EDI work</p>	<ul style="list-style-type: none"> The Club provides a EDI Report (The report may be a shared plan with the Club's Trust) – Please note shared reports must provide evidence of clubs commitment and joint working The Club provides evidence and link to promotion of the report through Club website and local community EDI is included within overall Club report 	- No Template Provided
<p><u>S5.3 – Fan Base</u> <i>Action to increase the diversity of the match day fan base is actively considered and promoted by the Club</i></p> <p>Met – The Club has undertaken programmes and communication to improve the diversity of its fan base</p>	<ul style="list-style-type: none"> The Club provides evidence of programmes in which the club has undertaken to improve diversity of match day fan base The Club provides evidence of diverse fan groups in which it has supported in its establishment 	- Action Template

<p>Partially Met – The Club has plans to undertake programme or communications to improve the diversity of its fan base</p> <p>Not Met – The Club does not undertake in programmes or communications to improve diversity of its fan base</p>	<ul style="list-style-type: none"> The Club provides links and material of communications which have been undertaken to improve diversity of match day fan base 	
<p><u>S5.4 – Broader Engagement</u> <i>The Club broaden to include other disadvantaged people e.g. homeless, those on low incomes, refugees</i></p> <p>Met – The Club provides examples of work with disadvantaged / underrepresented groups that is out with the 9 protected characteristics</p> <p>Partially Met – The Club provides it plans to work with disadvantaged / underrepresented groups that is out with the 9 protected characteristics</p> <p>Not Met – The Club does not engage or plan to engage with disadvantaged / underrepresented groups that is out with the 9 protected characteristics</p>	<ul style="list-style-type: none"> The Club provides examples of programmes across the Club in which works with disadvantaged / underrepresented groups that is out with the 9 protected characteristics (The examples may be a shared plan with the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i> The Club provides SLA with organisations which supports disadvantage / underrepresented groups 	<p>- No Template Provided</p>
<p><u>S5.5 – Inclusive Comms Policy</u> <i>The Club demonstrates a policy of how they provide inclusive comms within Club communications</i></p> <p>Met – The Club provides an Inclusive Comms Policy with evidence of how this has been delivered</p> <p>Partially Met – The Club provides a policy, however no evidence of implementation</p> <p>Not Met – The Club is not able to provide a policy</p>	<ul style="list-style-type: none"> The Club provides a policy document The Club provides evidence of activities undertaken to provide inclusive comms 	

6 Education and Training

The Club ensures that all staff, Board and players have completed relevant training to support their roles

Outcome: The Club is committed to increasing knowledge and understanding of Equality, Diversity and Inclusion across its structures, creating an environment of inclusivity

SILVER

Criteria	Evidence Demonstration	Templates Available
<p><u>S6.1 – Bronze Level</u> <i>The Club require to complete the criteria within Bronze Level</i></p> <p>Met – The Club has met all criteria within the Bronze Level</p> <p>Partially Met – The Club has met the majority of Bronze level with the remaining partiality met (Please note Club will require to have achieved all Bronze and Silver criteria to be awarded Silver award)</p> <p>Not Met – One or more within the Bronze criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the club has met the Bronze level criteria The EFL are comfortable with the club moving to Silver criteria 	- No Template Provided
<p><u>S6.2 – Reflective of Fan Diversity Training</u> <i>The Club has delivered training to customer facing staff which reflects the demographics of the Clubs supporter base (for example Autism, Dementia, Disability training)</i></p> <p>Met – The Club has delivered training to all customer facing staff which has been chosen due to Equality Monitoring.</p> <p>Partially Met – The Club has begun to provide training to staff, however not all staff required have completed</p> <p>Not Met – The Club has not undertaken training to staff</p>	<ul style="list-style-type: none"> The Club provides an updated training matrix with details of courses and requirements for when they need updated The Club provides training material which has been delivered to relevant staff 	–Training Matrix Template
<p><u>S6.3 – Staff Mental Health Training</u> <i>The Club has delivered Mental Health training to all staff, stewards, playing staff and across the community trust and academy</i></p>	<ul style="list-style-type: none"> The Club provides an updated training matrix with details of courses and requirements for when they need updated The Club provides training material for Mental Health awareness training (The training may be a shared with 	- Training Matrix Template

<p>Met – The Club has provided Mental Health awareness training to all staff within the club including playing staff</p> <p>Partially Met – The Club has provided training to staff, however not all have completed training</p> <p>Not Met – The Club does not provide staff with Mental Health awareness training</p>	<p>the Club's Trust) – <i>Please note evidence must be provided of club's commitment and joint working</i></p>	
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GOLD AWARD

Once Clubs have achieved the Silver Award they are able to undertake the criteria of the Gold Award

GOLD

Criteria	Evidence Demonstration	Templates Available
<p><u>G1.1 – Silver Level</u> <i>The Club require to complete the criteria within Silver Level</i></p> <p>Met – The Club has met all criteria within the Silver Level</p> <p>Partially Met – The Club has met the majority of Silver level with the remaining partiality met (Please note Club will have to achieved all Bronze, Silver and Gold criteria to be awarded Gold award)</p> <p>Not Met – One or more within the Silver criteria have not been met</p>	<ul style="list-style-type: none"> The EFL provide confirmation that the Club has met the Silver level criteria The EFL are comfortable with the Club moving to Gold criteria 	- No Template Provided
<p><u>G1.2 – EDI Presentation</u> <i>The Club present its impact on EDI within their Club / community to EFL panel (Only required on Gold Level achievement and in future request of the EFL)</i></p> <p>Met – The Club presents to the EFL panel and demonstrate their embedding of EDI across the Club</p> <p>Partially Met – The Club present to the EFL panel, however is unable to demonstrate the embedding of EDI</p> <p>Not Met – The Club fail to present to the EFL panel</p>	<ul style="list-style-type: none"> Present to the EFL panel on the Clubs progress within EDI, demonstrating the journey and learning The Club ensure Senior Management present to the panel 	- No Template Provided
<p><u>G1.3 – Match Visit</u> <i>The EFL may undertake a Match Day visit to review EDI match day activity</i></p> <p>Met – The EFL can view Clubs commitment to EDI within a match day scenario providing required access throughout the club</p> <p>Partially Met – The EFL are not able to view aspects of the EDI requirements within Match Day activity.</p>	<ul style="list-style-type: none"> Access to all areas of the Club within the designated match day The Club ensures regulations and procedures relating to EDI are visible and undertaken during the visit. 	- No Template Provided

<p>Not Met – The Club fails to provide the EFL with match day access when requested</p>		
<p>G1.4 – Staff Consultation <i>The EFL may undertake meetings with selected staff and fans group members to determine appropriate embedding of an inclusive culture.</i></p> <p>Met – The Club provide opportunities to meet to staff and fan group members of a diverse nature to discuss the embedding of EDI and demonstrating the whole club approach.</p> <p>Partially Met – The Club provide only staff or fan group members to speak to EFL / The Club is unable to demonstrate an embedding of EDI activity.</p> <p>Not Met – The Club fail to provide staff or fan group members to speak to the EFL</p>	<ul style="list-style-type: none"> • Provide a diverse group of staff and fan group members to speak to the EFL 	<p>- No Template Provided</p>
<p>G1.5 – EDI Project <i>The Club undertake an EDI project to continue its development (one completed for each assessment) – beginning after acceptance of Gold Level</i></p> <p>Met – The Club completes a selected EDI related topic either chosen from EFL list or based on Clubs own need.</p> <p>Partially Met – The Club has not completed the selected EDI project.</p> <p>Not Met – The Club has failed to start the designated EDI project</p>	<ul style="list-style-type: none"> • The Club provides evidence of the completion of the project. • The Club provide the project journey and the benefit it has made to the Club environment. 	<p>- Project Examples</p>
<p>G1.6 – Culture Review The Club understand the feelings and requirements of staff working within their environment.</p> <p>Met – The Club undertakes a Culture Review every 2 seasons with an 80% response rate.</p> <p>Partially Met – The Club does not achieve an 80% response rate or has not undertaken the culture review within a 2-year period</p> <p>Not Met – The Club has not undertaken a culture review</p>	<ul style="list-style-type: none"> • The Club provides results from culture review with Action placed within Clubs Action Plan • The Clun provides evidence of response rate and plan to achieve the 80% response rate 	

