

## Carlisle United Equality policy



Where reference is made to Carlisle United this covers Carlisle United, the Academy Department, not the Community Sports Trust or Carlisle United Ladies which have their own safeguarding arrangements

### Statement of intent

Carlisle United commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities. These are known as 'protected characteristics' under the Equality Act 2010.

This Policy is fully supported by the Holdings and 1921 Boards of Carlisle United and Chief Executive is responsible for the implementation of this policy.

Please also refer to our public policy statement

<https://www.carlisleunited.co.uk/news/2023/january/club-club-equality-statement/>

Carlisle United endorses the principle of equality, diversity and inclusion and will strive to ensure that everyone who wishes to be involved in the Club whether as players, match day fans, staff, Board members, participants in outreach programmes and other people engaged with the Club's activities (for example, suppliers, corporate partners) has the opportunity to do so regardless of their protected characteristics.

Equality means giving everyone equal access to an opportunity. Diversity means acknowledging the fact that everyone is different, has different experiences, skills and needs. Inclusion means valuing difference, making everyone feel included, removing barriers to participation.

Carlisle United will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities. Every staff member, Board member, official, spectator, fan and visiting teams can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

The EFL is partly responsible for setting the standards, values and expectations of all Clubs in relation to equality, inclusion and diversity. Football is for everyone and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member or spectator.

The aim of the Equality Policy is to promote our own equality objectives and in doing so, help to ensure that everyone is treated fairly and with respect. All Carlisle United representatives should abide and adhere to this Policy and to the requirements of the Equality Act 2010. In doing so, we are working towards being legally compliant in relation to equality legislation.

### Complaints and compliance

Carlisle United regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so. Appropriate disciplinary action will be taken against any employee, member or volunteer, spectator or fan who is found, after a full investigation, to have violated the Equality Policy. Complaints procedures may differ for staff, fans, participants or contractors. Refer to our Complaints Policy, Whistle-blowing Policy, Staff disciplinary and Grievance Policies, Club Bullying and Harassment Policy. "Banter" which makes reference protected characteristics may be investigated, even if it's not meant to be discriminatory.



## Positive Action and Training

Carlisle United will commit to a programme of raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, widening diversity and representation and promoting diverse role models, which we believe are all key actions to promote inclusion and eradicate discrimination within football.

We will provide access to a rolling programme of training (for example, online, face-to-face, briefings) for all players, match day fans, staff, Board members and other people engaged with the Club's activities, to raise awareness of both collective and individual responsibilities.

Carlisle United is committed to equality inclusion and anti-discrimination consistent with the EFL's Code of Practice.

## Review

We will implement regular audits, surveys or other initiatives designed to assess the level of participation from diverse groups of people in the Club, including employed roles, and will take account of the findings in developing measures to promote and enhance EDI in the Club. This Policy will be kept up to date, particularly as the Club changes in nature and size and new requirements emerge.

To ensure this, the Policy, and the way it is implemented, will be reassessed and amended on an ongoing basis and reviewed annual basis will be as follows:

- EDI issues will be considered as agenda items and discussed at the:
  - Safeguarding Working Group meetings
  - Academy Management Team meeting and Technical Board meetings
- The Policy will be reassessed and amended on an ongoing basis by the CEO in consultation with the Safeguarding Working Group
- The 1921 Board itself will review the EDI Policy annually (or when necessary due to changes in legislation), in line with the policy review process:
  - Appoint an EDI champion
  - Adopt an EDI Action Plan (EAP)
  - Ensure the EAP is implemented
  - include EDI as an agenda item and feature in the Board Report
  - conduct an annual review of the EDI Policy and EAP as part of the annual review
  - publish the EDI Policy on its website
- The Holdings Board will ensure the 1921 Board undertakes its role as stated

## EDI contacts

Remember that in an emergency or where there is risk to life you should contact the police immediately.

If you have concerns you wish to raise with the Club please contact:

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|---|---|
| • EDI Officer                                     | Nigel Davidson <a href="mailto:edi@carlisleunited.co.uk">edi@carlisleunited.co.uk</a>                       |
| • Senior Safeguarding Manager                     | Nigel Clibbens <a href="mailto:nigel.clibbens@carlisleunited.co.uk">nigel.clibbens@carlisleunited.co.uk</a> |
| • Designated Safeguarding Officer<br>07708 959007 | Scott Taylor <a href="mailto:Scott.taylor@carlisleunited.co.uk">Scott.taylor@carlisleunited.co.uk</a>       |
| • Matchday Safeguarding Officer                   | Sarah McKnight <a href="mailto:sarah.mcknight@carlisleunited.co.uk">sarah.mcknight@carlisleunited.co.uk</a> |
| • 0330 094 5930                                   |   |

## Other EDI contacts in football

Whilst any safeguarding concern should be raised with the Club Safeguarding contacts in the first instance, we recognise that this may not always be possible or appropriate. Below are the contact details for footballing partners with whom safeguarding concerns in relation to the Club can be discussed:

If they concern regards a person in employed in footballs conduct towards a child:

**The FA Safeguarding Team**

Tel: 0800 169 1863

Email: [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com)



## Mental health


Negative experiences and distressing life events, such as the current circumstances, can affect the mental health of us all. Players and staff who are struggling under the current circumstances should contact the Club safeguarding staff as outlined above. Support can also be accessed through a number of national organisations including:

- The Samaritans Tel: 116 123 <https://www.samaritans.org>
- ChildLine: Tel: 0800 1111 <https://www.childline.org.uk>
- NSPCC: Tel: 0808 800 5000 <https://www.nspcc.org.uk>
- Mind: Tel: 0300 123 3393 <https://www.mind.org.uk>
- PFA: Tel: 07500 000 777 <https://www.thepfa.com/wellbeing>

## Online safety:

It is important that both players and parents are aware of the help and support available should they be concerned about something they have seen or experienced online. These include

- UK Safer Internet Centre <https://reportharmfulcontent.com/>
- CEOP <https://www.ceop.police.uk/safety-centre/>
- Internet Matters <https://www.internetmatters.org/>
- NetAware <https://www.net-aware.org.uk/>
- ParentInfo <https://parentinfo.org/>
- ThinkuKnow <https://www.thinkuknow.co.uk/>

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Signed		Nigel Clibbens Chief Executive



## **APPENDIX – Relevant legislation and forms of unacceptable discrimination**

### ***Legal rights***

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic<sup>1</sup>. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

### ***Forms of discrimination and discriminatory behaviour include the following:***

#### **Direct discrimination**

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

#### **Indirect discrimination**

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

#### **Discrimination arising from disability**

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

#### **Associative discrimination**

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

#### **Perceptive discrimination**

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

#### **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

#### **Victimisation**

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

#### **Bullying**

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<sup>1</sup> The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

### **Hate crime**

Some language and/or behaviours are hate crimes. There are five areas of discrimination which constitute a hate crime by the Police;

- Sexual orientation
- Ethnicity/race
- Religion
- Disability
- Trans identity

