

Carlisle United Equality statement



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 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.

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.

Carlisle United is firmly committed to maintaining the highest standards of equality, diversity, and inclusion across all areas of our organisation, including the composition and recruitment of our Board of Directors.

Should a vacancy or new opportunity arise, the club will ensure that the recruitment process is conducted in an open, transparent, and merit-based manner. We will actively seek to identify and attract talented individuals from a broad range of backgrounds, recognising that diverse perspectives strengthen governance, decision-making, and long-term success.

Appointments will be made solely on merit, considering the skills, experience, and attributes required to complement the existing Board and support the club's strategic ambitions.

Carlisle United provides equal opportunity to all candidates regardless of gender, race, ethnicity, disability, religion or belief, sexual orientation, age, or any other protected characteristic. By embedding fairness and inclusion at the heart of our governance, we reaffirm our dedication to leadership that reflects the diverse communities we serve and to setting the highest standards of integrity within professional football.

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.

This is underpinned by our Club Charter, Fan Code of Conduct. Supporter Social Media Code of Conduct and other club policies.



Document version	2526 v2.2	
Preparation date	21 October 2025	CEO
Approval	June 2023 October 2023 June 2024 June 2025 Oct 2025	
251021 Carlisle United Equality statement 2526		
Next review	By 30 June 2026	1921 Board
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 characteristic¹. 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

¹ 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