



## **Equality and Diversity**

### **Policy for Staff**

- Oxford United Football Club is committed to confronting and eliminating discrimination, whether by reason of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.
- Oxford United Football Club is an equal opportunities employer. We are committed to equality of opportunity within our own organisation, and to encourage a similar commitment from every other organisation we deal with.
- Equality of opportunity means that in none of the activities will we discriminate, or treat less favourably, any person on grounds of sex, sexual orientation, race, nationality, ethnic colour, religion or disability. This includes: recruitment, job location and working environment, internal training and development activities and planning and delivery.
- Oxford United Football Club will not tolerate sexually or racially based harassment or discriminatory behaviour, and will work to ensure that such behaviour is met with appropriate disciplinary action.

### **Policy for Players**

Oxford United Football Club are committed to equal opportunities for all players, students and families who wish to use its facilities. In order to achieve this we will:

- Welcome players from all backgrounds, regardless of ethnic colour, gender, race, culture, nationality, sexual orientation, religion and academic ability.
- Seek to avoid any form of discrimination in all activities and treat members of staff, players, students or parents equally regardless of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.
- Not tolerate any discriminatory language, behaviour or remarks by players, parents or staff.
- Accommodate religious and cultural preferences in food and activities.
- Seek to value each person as an individual, respecting his or her religion, racial origin, cultural and linguistic background.
- Respect and will try to be aware of the major events and religious festivals in the player's/students' lives and welcome the diversity of backgrounds from which they come.

- Ensure that both males and females have full access to all kinds of activities and equipment and are equally encouraged to enjoy them.
- All members of staff are made aware of the Equal Opportunity Policy and are required to commit to its principles and contents.

## **Equal Opportunities**

### **GENERAL STATEMENT AND LEGISLATION**

It is unlawful to discriminate against individuals, either directly or indirectly in respect of any of the following characteristics: their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and this policy has been prepared with reference to the relevant Codes or Practice that deal with the legal obligations of employers and employees.

Oxford United Football Club is committed to providing equal opportunities in employment. This means that all job applicants and employees will receive equal treatment regardless of gender, sexual orientation, marital status, religion or belief, race, age or disabilities. The Club will administer this policy within the requirements of the relevant legislation and will not operate any “positive discrimination” or equivalent policy.

It is good business sense for the Club to ensure that it’s most important resource, its staff, is treated in a fair and effective way.

### **FORMS OF DISCRIMINATION**

The following are the kinds of discrimination which are against the Club’s policy.

Direct Discrimination, where for example a person is less favourably treated because of sex, race or disability. An example is if someone is refused promotion on the grounds that they are black, disabled, or a woman. Any harassment of one employee by others will be considered to amount to direct discrimination and will be dealt with accordingly, if necessary through the disciplinary procedure.

Indirect discrimination, where a requirement or condition which cannot be justified is applied equally to all groups but has a disproportionately adverse effect upon one particular group. An example is where the job requirement may exclude women with young children, or persons from a particular racial group, or a person with a disability, and that job requirement is shown to be unjustified.

Victimisation, where a person is treated less favourably than others because they have made an allegation of discrimination or have supported someone else who has made an allegation.

## **RECRUITMENT**

The Club will take steps to ensure that applications are fully publicised so that applicants from a wide variety of backgrounds may apply and will ensure that there are equal opportunities at all stages of the recruitment process, including advertising, short-listing and selection for interview, and appointment. Please see workforce recruitment policy.

## **PROMOTION**

Promotion within the company is based solely on merit. Appraisal systems and selection criteria for promotion will be regularly reviewed to ensure that they are not resulting in discrimination.

## **TRAINING AND BENEFITS**

The company is committed to ensuring that there will be no direct or indirect discrimination in relation to the access of all employees to training and transfer opportunities, nor to any benefits provided by the company to its employees.

## **HARASSMENT AND BULLYING**

Bullying and harassment in any form will not be allowed or condoned.

Harassment is now a legally defined term which means unwanted conduct that has the effect of: (a) violating another's dignity; or (b) creating a hostile, degrading, humiliating or offensive environment.

Harassment on grounds of a person's race, sex or sexual orientation, disability or religion is unlawful.

The Club will take action if there is evidence to suggest that any employee is responsible for bullying or harassing a fellow employee.

The following is a list of examples of what might be considered bullying or harassment:

- verbal or physical abuse;
- subjecting someone to insults or ridicule, or inflicting a public humiliation upon them;
- shouting or swearing at another employee;
- use of language that is offensive to a particular group;
- unwelcome sexual attention, or suggestion of sexual favours;
- lewd suggestive or over familiar behaviour;
- Display of pornographic or sexually suggestive pictures or written material.

A formal complaint about harassment should be pursued through the process set out in the Grievance Procedure, or may be raised informally with the Head of Personnel.

## **DISCIPLINARY AND GRIEVANCE PROCEDURE**

The Club will treat any allegation of discrimination or harassment very seriously and will carry out a full investigation.

The employee complaining of discrimination will be protected against victimisation or retaliation for bringing the complaint.

Disciplinary action will be taken against employees found guilty of any form of discrimination or harassment. If the offence is sufficiently serious, it will amount to gross misconduct and dismissal will follow.

## **MONITORING THE POLICY**

The person with responsibility for implementing this policy and monitoring its effectiveness is the Head of Personnel. However, every person working within the company also has a responsibility to ensure that discriminatory practices, of whatever nature, are not operating.

The operation of this policy in practice will be regularly monitored. Selection criteria for recruitment, promotion and training will be reviewed, as will the distribution of benefits and pay levels throughout the company to ensure that persons of one particular group are not being disadvantaged.

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**In addition to the existing policy, during the period of Return to Play from COVID-19 the Football Club and Academy have made a number of additions to our welfare, operational and safeguarding procedures. These include, but are not limited to:**

- **Logistical process for social distancing at the Training Ground.**
- **Small group training in Phase 1 and Phase 2**
- **Weekly welfare and safeguarding meetings with specific COVID-19 allocated staff**
- **Additional risk assessment planning for all Academy operations**
- **Regular contact between Academy COVID-19 Officer (DH) and Club COVID-19 Officer (NMc)**

Reviewed July 2021