EQUALITY, DIVERSITY & INCLUSION POLICY

Definitions

"Trust" means Exeter City AFC Supporters' Society Limited

Introduction

Exeter City AFC Supporters' Society Limited is committed to the values of equality, diversity and inclusion in our organisation and among our members.

Given the unique relationship we have with Exeter City Football Club, our partners, and within the football community, we have a responsibility to set and apply such standards and values expected within the game.

The purpose of this policy is to ensure:

1. Equality, fairness and respect in all our procedures and activities.
2. We adhere to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
3. We oppose and avoid all forms of unlawful discrimination. This includes Trust activities, membership and dealing with grievances and discipline.

Implementation

The organisation commits to:

4. Encourage equality, diversity and inclusion in everything we do.
5. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
6. Recognise and value individual differences and contributions.
7. Provide or obtain training for Board members on the issues of equality, diversity and inclusion.

Visibility

8. A copy of this document will be signed by all appointed and new Board members for their awareness of their responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

9. This policy will be published on our website.

Commitments & Actions

10. We will provide information, materials or suitable training to the Board to assist in the operation of this policy.
11. Immediately address issues and complaints about discrimination or a breach of this policy.
12. Investigations will be fair but may result in disciplinary action in line with our adopted disciplinary policy.
13. The organisation may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.

The organisation requires its Board, volunteers and members to behave appropriately in the context of representing the organisation or the club in all forms of communication.

Table of Revisions

Change	By Whom	Date
Creation	Nick Hawker	21/07/2024
Approved by Trust Board		12/08/2024