



## **Equality, Diversity, and Inclusion**

**2023**

East Stirlingshire Football Club endorses the principle of equality and is committed to ensure that everyone who wishes to be involved with East Stirlingshire, regardless of their role or current potential:

- Have a genuine and equal opportunity to participate to the extent of their own ambitions and abilities, regardless of their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status, or sexual orientation and:
- Can be assured of an environment in which their rights and dignity and individual worth are respected and valued, and in particular that they are able to be involved and participate without the threat of discrimination, intimidation, victimisation, bullying, harassment or abuse.

## Statement and responsibilities

	Equality, Diversity and Inclusion	
Owner	Andy Williamson, Director	
Reviewer	Ian Fleming, Matchday Director	
Date Last Updated	August 2023	
Signatures	Owner: A Williamson	Date:28/10/21
	Director: I Fleming	Date:28/10/21

### Board of Directors responsibilities:

The East Stirlingshire Board of Directors are publicly accountable for the Equality, Diversity, and Inclusion of everyone within East Stirlingshire Football Club or associated with our club. Our role is to ensure no barrier either physical or perceived stops anyone being part of our club and enjoying football.

The Board will receive regular updates and oversee the implementation of the Equality, Diversity, and Inclusion policy from the identified member of staff overseeing it and will report on it at Board level to ensure compliance with the policy. The Board of Directors are responsible for addressing any identified breaches and rectifying any raised concerns.

### East Stirlingshire Football Club Equality, Diversity, and Inclusion Policy

#### How will we do this?

We aim to:

- Prevent discrimination, eliminate prejudice, promote inclusion, and celebrate diversity
- Be fair in our dealings with all people from all walks of life
- Welcome differences and accommodate
- Understand and appreciate the diverse nature of different cultural backgrounds
- Ensure equality, diversity and inclusion is embedded in everything we do.

#### What does equality mean?

It's about treating people fairly and ensuring they have equal opportunity to make the most of their lives and talents. This means treating everyone with fairness and respect and recognising the needs of individuals wherever we can.

We want to provide equality of opportunity to everyone we work or have contact with. We will make it as easy as possible for people to access our services, find out the right information or get involved.

#### What does diversity mean?

We know that people have diverse backgrounds, with different skills, knowledge, and life experiences. We value these differences, using them to create a better community and a stronger workforce. We want to create a working environment that values each customer and employee, ensuring that services are delivered that suit all sections of the community.

### **What does inclusion mean?**

It's about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential. We have different ways for customers and staff to get involved. We want our customers to help us improve services, making them customer friendly and accessible for all.

### **Who is included?**

We positively celebrate the differences between people regardless of their:

- age
- disability
- sex
- gender reassignment
- race
- sexual orientation
- religion or belief
- marriage and civil partnership
- pregnancy and maternity.

These nine areas are called 'protected characteristics' and are legally protected by the Equality Act 2010.

### **Actions**

- Every two years the Board will conduct an Audit of all staff (paid and unpaid) including the Board of Directors and committee members. This will formulate our responses and we commit to implement changes identified with immediacy.
- The Club will regularly review all club policies to ensure they are equality based.
- The club will publish on our website and in match day programmes our Equality Policy, Hate crime Policy and Unacceptable conduct policy. With a named contact for reporting.
- All staff (Paid and unpaid) will all be given access to training on Equality, Diversity and Inclusion on a yearly basis and will have access to an appropriately trained member of staff who can guide and assist with learning and questions.

This statement links to the following documents: all available online.

- Hate crime policy
- Unacceptable conduct policy
- Disabled supporters' policy
- Child wellbeing policy

To report anything

Andy Williamson Club Secretary 07985197766 or [fceaststirlingshire@gmail.com](mailto:fceaststirlingshire@gmail.com)

Safeguarding and child protection – Grant McDowell [fceaststirlingshire@gamil.com](mailto:fceaststirlingshire@gamil.com)