



EQUALITY PROTOCOL

Barrow AFC is committed to encouraging equality, diversity and inclusion among our workforce within the Club, Community Trust and Academy setting, thus eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best.

Barrow AFC - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of fans or the wider public.

The protocols's purpose is to:

- provide equality, fairness and respect for all in our employment, whether voluntary, temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 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
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

- Encouraging equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, fans, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the club's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could



amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion protocol is fully supported by senior management and details of the club's grievance and disciplinary policies and procedures can be found at **barrowafc.com**. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the club's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

EQUALITY STATEMENT

Barrow AFC will not tolerate any form of discrimination as identified in the Equality Act 2010 under the 9 protected characteristic, listed: age, race, sex, religion, sexual orientation, disability, gender reassignment, marriage and civil partnership, maternity and paternity leave. Furthermore, behaviour which is deemed as bullying or harassment will also not be tolerated and will be dealt with in the same view as discrimination.

Barrow AFC is dedicated to ensuring a safe and inclusive environment for everybody to thrive and the best version of themselves.

If you feel you have personally encountered discrimination, or believe to have witnessed discriminatory behaviour, please contact our Inclusion Lead Steve Herbert on s.herbert@barrowafc.com to make a formal complaint. Where all complaints are bona fide (club name) will follow the process below.

Contact Inclusion lead – s.herbert@barrowafc.com

Acknowledgement of receipt – Acknowledgement of receipt within 48 hours by e-mail reply



3 weeks to investigate- This will involve investigation with relevant authorities, complainant and all other parties as necessary

Contact with finding & resolution- A letter sent by e-mail on behalf of Barrow AFC, outlining action taken (if required) and next steps

For more information around current sanctions for individuals found guilty of discrimination, harassment or bullying, please e-mail s.herbert@barrowafc.com

As part of our ongoing commitment to Equality, Diversity and Inclusion, we would like to share our current objectives for season 20-21.

* Ensure all staff have completed the required EDI training in line with the EFL Equality Code of Practice

* Meet the audited standards required as laid down in the EFL Code of Practice throughout Barrow AFC

*Set up the All Bluebirds group to support and embed a culture of equality, diversity and inclusion in the Barrow AFC family

*Promote and organise national, local and club related events to support EDI and raise awareness

All employees are encouraged to:

- understand this protocol and seek clarification from management where required
- consider this protocol while completing work-related duties and at any time while representing **Barrow AFC**
- support fellow workers in their awareness of this policy
- support and contribute to **Barrow AFC's** aim of providing a mentally healthy and supportive environment for all workers.
- employees are notified of all changes to this policy.

Monitoring and Review

Barrow AFC will review this protocol **six** months after implementation and annually thereafter.

Effectiveness of the protocol will be assessed through:

- feedback from workers, the All Bluebirds Committee, and management
- review of the protocol by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

Staff member

Manager's title

Position

Signature

Signature

Date

Date