



Port Vale Football Club

Anti-Racism Policy

Version control

Document Title:	Anti-Racism Policy 2021/2022
Document Owner:	Port Vale Football Club – Tim Bailey
Reference:	Mar 2021

Document review

Last reviewed	Position
Mar 2021	Review and update of Club/Academy and Foundation policy to one umbrella policy.

Version history

Version	Date Released	Originator	Authorised	Comments
1.0	Sept 2018	Unknown	Board	Anti-racism Policy
1.1	Mar 2021	Tim Bailey	Board	Anti-racism Policy

1. The purpose and Scope of this Policy statement

Port Vale Football Club is committed to providing a caring, friendly and safe environment for all staff, players, parents, carers and anyone participating in activities run or associated with the club. This is so everyone can work, learn and participate in a relaxed and secure environment. Racism of any kind, by anyone, is unacceptable in our Club.

This Policy is for use across the club and is to be observed by all staff, supporters and anyone participating in activities run or associated by the club. The Policy exists to ensure that best practice is promoted and adhered to.

Activities undertaken at the following locations/departments are under the remit of this policy which include:

- Port Vale Football club and the Vale Park Stadium
- Port Vale Foundation Trust
- Port Vale First Team
- Port Vale Academy and youth development
- Port Vale ladies Football team
- Port Vale Retail Store.

Introduction

Port Vale Football Club are committed to confront and eliminate discrimination whether by reason of sexual orientation, race, nationality, ethnic origin, colour, religion, or belief and to encourage equal opportunities in accordance with the guidelines recommended by the Football Association. Port Vale Football Club will be pro-active in implementing its duties as described in the Race Amendment Act 2000 and will seek to promote racial equality and good race relations to eliminate all forms of discrimination.

What is Racism?

Racism is the belief that people of some races are inferior to others, and the behaviour which is the result of this belief. Racism also refers to the aspects of a society which prevent people of some racial groups from having the same privileges and opportunities as people from other races. It can be both Institutional, personable, overt or subtle, intentional or unintentional.

Institutional – described following the Stephen Lawrence Enquiry as “the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

Personal - Often direct and identifiable and can be manifested through harassment and offensive behaviour in the following ways:-

Physical Assault

Derogatory name calling

Racist graffiti
Verbal abuse and threats
Incitement of others to behave in a racist way
Refusal to co-operate with certain people because of their ethnic origin.

What is a racist incident?

This is defined as any incident which is perceived to be racist by the **victim or any other person.**

Our statement

Port Vale Football Club will make sure that all players and club staff are encouraged and supported to achieve their full potential in an environment which respects and values diversity and shows consideration for the traditions, culture and religious practices of people from different racial groups and different geographical regions.

We will challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping.

We will identify barriers to equality of opportunity at the stadium and to ensure these barriers are addressed where possible.

We will encourage any player, or anyone employed by Port Vale Football Club to report anything which could be described or perceived as racist behaviour or harassment to the club CEO.

During matches stewards observing any such behaviour should follow guidelines as laid down by the club's Safety Officer.

Board Authority and Acceptance of this Policy

Signed by:

Name Board member..... Date:.....

SSM..... Date:

This policy will be reviewed on an annual basis or following learning outcomes as a result of a significant incident or when legislation / statutory guidance changes by the Designated Safeguarding Lead.