



# Port Vale Football Club

## Equality, Diversity and Inclusion Policy

### Version control

Document Title:	Equality, Diversity and Inclusion Policy 2021/2022
Document Owner:	Port Vale Football Club – Jon Bloore
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 Re-leased	Originator	Authorised	Comments
1.1	Sept 2018	Unknown	Board	Equality, Diversity and Inclusion
1.2	Mar 2021	Jon Bloore	Board	Equality, Diversity and Inclusion Policy
1.3	August 2021	Tim Bailey	Board	Equality, Diversity and Inclusion Policy

### **The purpose and Scope of this Policy statement**

This Policy is for use across the club and is to be observed by all staff members, players, parents and participants in any activities that are associated with Port Vale Football club. Port Vale Football Club is responsible for setting standards and values to apply throughout its system at every level. Football belongs to everyone and should be enjoyed by anyone who wants to participate in it. 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 Women
- Port Vale Retail Store

### **What is Equality?**

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.

The Equality Act 2010 protects every one of us in the UK in relation to our age, gender, transgender identity, ethnicity, disability, religion, sexual orientation, pregnancy/maternity, and marriage/civil partnership. There are international laws which offer similar protection.

### **What is Diversity?**

Many different cultures exist within a society. Diversity is about these cultures living side by side in harmony. The Society in the UK is made up of people from a variety of cultures. We each have our own cultures and sense of belonging influenced by where we live, our family, our religion, age, ethnicity, language, sexual orientation, disability, and transgender identity. Our culture can also be influenced by favourite sport, music, food etc. Some of these we will share with others who may or may not appear like us. Specifically, we might each have different skin colour, or religion but we are united by our support of Port Vale Football Club.

### **What is inclusion?**

Inclusion is about diverse groups of people being respected and valued, allowing them to reach their full potential and have a great experience with Port Vale Football club. This could be as a player on the pitch giving their all to win games, as a staff member providing a great experience for our supporters or as a participant in one of our many activities run or associated with Port Vale Football Club.

### **Our Commitment.**

Port Vale Football Club commits to:

- Encourage equality, diversity and inclusion in all our activities promoting good practice.
- Create an environment free from 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 where appropriate about 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, customers, suppliers, visitors, the public and any others during Port Vale Football Club activities.

### **Relevant Legislation**

Relevant legislation which describes forms of Unacceptable Discrimination has been legally defined through a series of legislative acts, including,

- The Race Relations Act,
- The Sex Discrimination Act,
- The Disability Discrimination Act,
- The Equality Act 2006 and April 2010.

### **What is discrimination?**

Forms of discrimination and discriminatory behaviour include the following:

**Direct discrimination** which can be described as less favourable treatment on the grounds of one of the protected characteristics.

**Indirect discrimination** which occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

**Discrimination arising from disability**, which is when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified.

**Harassment**, which is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates

an intimidating or hostile, degrading, humiliating or offensive environment for that person.

**Victimisation** It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

**Bullying**, which is defined as a form of personal harassment involving the misuse of power, influence, or position to persistently criticise, humiliate or undermine an individual.

### **Complaints and Compliance**

Port Vale Football Club regards all forms of discriminatory behaviour as unacceptable and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Port Vale Football Club will take appropriate disciplinary Action against any employee, member or volunteer, activity participant, spectator or supporter who is found, after a full investigation, to have violated our Equality, Diversity, and Inclusion Policy.

Any requirement for investigation and any subsequent disciplinary action will be implemented by the Board of Directors.

Any complaints should be directed towards the

Port Vale Football Club CEO,  
Colin Garlick (e: [colin.garlick@port-vale.co.uk](mailto:colin.garlick@port-vale.co.uk) )  
Port Vale Football Club,  
Vale Park,  
Hamil Road,  
Burslem,  
Stoke On Trent  
ST61AW.

The contact details above are **strictly reserved** for those wishing to report allegations of abuse and/or discrimination such as incidents of racism or homophobia.

### **Useful Links**

The Football Association (F.A.) Tel 0800 085 0508\* e: [FootballForAll@TheFA.com](mailto:FootballForAll@TheFA.com)  
Kick it out e: [Kick It Out](mailto:KickItOut@kickitout.org.uk)  
Level Playing Field e: [info@levelplayingfield.org.uk](mailto:info@levelplayingfield.org.uk)  
Show Racism the Red Card e: [Show Racism the Red Card](mailto:ShowRacism@showracismtheredcard.org.uk)  
Stonewall e: <https://www.stonewall.org.uk>

Young Stonewall e: <https://www.youngstonewall.org.uk>

Mind e: <https://www.mind.org.uk>

### 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.

# Respect



# Stonewall

Acceptance without exception

