



**BRISTOL ROVERS**  
FOOTBALL CLUB

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# Equality Policy

## Introduction

Bristol Bristol Rovers Football Club acknowledges that the English Football League (EFL) has a responsibility to set the standards, values, and expectations for all Clubs in relation to equality, inclusion, diversity, abuse, harassment, bullying and victimisation both physical and verbal. It is the Club's belief that football should be accessible to everyone who wishes to participate in it whether as a player, official, member of staff or fan with this in mind the Club have appointed an Equality lead and disability liaison officer.

## Aim of this Policy

The aim of this policy is to promote, both internally and externally, the Club's equality and diversity objectives and in turn to ensure that everyone is treated fairly and with respect and that Bristol Rovers Football Club is equally accessible to all; it is considered a Club of choice. All those operating within the footprint of the Memorial Stadium and other venues associated with Bristol Rovers Football Club be they employees, volunteers, fans or contractors should abide and adhere to this Policy and to the requirements of the Equality Act 2010. This not only demonstrates legal compliance but also a positive mindset and demonstration of fairness and respect to each other.

Bristol Rovers Football Club's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of sex, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation and to truly encourage equal opportunities (the 9 protected characteristics under the Equality Act 2010).

This Policy is fully supported and endorsed by the Board of Bristol Rovers Football Club, the Senior Safeguarding Manager/CEO who is responsible for the implementation of this policy.

Bristol Rovers Football Club will ensure that everyone is treated fairly and with respect. The Club will provide access and opportunities for everyone, both internally and externally, to maximise their opportunities to take part in and enjoy the activities that are taking place. All fans, members of staff, coaches, players, visiting teams, outreach participants, volunteers, officials, and contractors can be assured that their views, rights, dignity and feelings are respected, and they are able to work and watch activities that are taking place in a positive environment without the threat of intimidation, victimisation, harassment, bullying or abuse.

## Complaints and Compliance

Bristol Rovers Football Club treats all forms of discriminatory behavior (the list below is not exhaustive) as unacceptable and wishes to ensure that individuals and groups are able to raise any grievances or complaints relating to such behavior without fear of being adversely affected or subsequently victimised. Appropriate disciplinary action will be taken against any employee, player, volunteer, fan, or contractor who is found, after a fair and full investigation, to have breached this policy.

## Positive Action and Training

Bristol Rovers Football Club is committed to achieving the EFL's Equality Code of Practice and to demonstrate its wish to comply and so will commit to a program of raising awareness and education. It will also investigate concerns and if necessary, apply proportionate sanctions plus it will seek to promote role models and widen the understanding of diversity issues throughout the Club and the wider surrounding communities all in an effort to promote inclusion and eradicate discrimination and victimisation within the football family.

This Equality Policy will be reviewed and updated on an annual basis or sooner if required.

## APPENDIX – Relevant legislation and forms of unacceptable discrimination

The Equality Act came into force in April 2010 providing a modern, single legal framework with clear, streamlined law to tackle disadvantage and discrimination more effectively. The Equality Act was introduced to strengthen protection, advance equality and simplify the law. Its purpose is to eliminate discrimination, harassment and victimisation, advance equality of opportunity between people who share a characteristic and those who do not, and foster good relations between people who share a characteristic and those who do not.

These characteristics, known as “Protected Characteristics” are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

Be aware that pregnancy and maternity does not include protection by association or assumption – a woman is therefore only protected from discrimination on the grounds of her own pregnancy.

It is essential that all staff at Bristol Rovers Football Club have a clear understanding of the following terms (as contained on the Equality and Human Rights glossary list):

**Associate Discrimination** - Where a victim of discrimination does not have a protected characteristic but is discriminated against because of their association with someone who does

**Direct Discrimination** – Less favorable treatment of a person compared with another person because of a protected characteristic

**Indirect Discrimination** – The use of an apparently neutral practice, provision, or criterion, which puts people with a particular protected characteristic at a disadvantage compared with others who do not share that characteristic

**Harassment** – Unwanted behaviour that has the purpose or the effect of violating a person’s dignity or created a degrading, humiliating, hostile, intimidating or offensive environment

**Perceptive Discrimination** – the belief that someone has a protected characteristic, whether or not they do have it

**Discrimination arising from Disability** – This is when a disabled person is treated unfavorably because of something connected with their disability and this unfavorable treatment cannot be justified which is unlawful. This mode of discrimination relates solely to disability

**Positive Action** – Refers to a range of lawful actions that seek to overcome or minimize disadvantages (e.g. in employment opportunities) that people who share a protected characteristic have experienced, or to meet their different needs

**Positive Discrimination** – Treating someone with a protected characteristic more favorably to counteract the effects of past discrimination. It is generally not lawful although the duty to make reasonable adjustments is an exception, where treating a disabled person more favorably may be required by law.

**Victimisation** – Subjecting a person to detrimental treatment because they have done a protected act or there is a belief that they have done a protected act i.e. bring proceedings under the Act; giving evidence or information in connection with proceedings under the act; doing any other thing for the purposes or in connection with the act; making an allegation that a person has contravened the act

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

Further information and guidance on the Equality Act 2010 can be found at: <https://www.gov.uk/equality-act-2010-guidance>