



## **Equal Opportunities/Equality and Diversity Statement**

Sheffield United Community Foundation work alongside Sheffield United FC in the area of equal opportunities, equality and diversity, and adhere to Sheffield United's Equality statement (appendix 1). In addition, we are considerate of all individuals when carrying out their day to day work in line with Equality Act 2010.

Due to the areas in which the Community Foundation operates the following will also apply:

### **Workforce**

We believe that the diversity of the workforce is important and we are committed to tackling discrimination and prejudice in all its forms, outlawing all forms of harassment and intimidation from our workforce and to provide equality of opportunity for everyone.

We will not countenance less favourable treatment of anyone on the grounds of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

We will endeavour:

- To fully embrace all of our responsibilities and obligations under all relevant legislation to combat discrimination and, in particular, to abide by all relevant approved Codes of Practice.
- To recruit and retain a workforce that reflects diversity.
- To take action to eradicate discrimination and inequality in all of its forms in the carrying out of our work and, when we employ others to carry out work or provide services on our behalf.
- To consult with our staff and to remain open to ideas and suggestions designed to improve our service to our supporters, fans, customers and clients which include schools, colleges, universities and community groups and organisations and our workplace practices.
- To ensure that our internal and external policy and systems of working and practices reflect and incorporate equality objectives and targets.

- To provide equal access to training and development thus ensuring that staff can participate fully in the charity and its activities.

### **Groups with which we work**

Sheffield United Football Club and Sheffield United Community Foundation believe that football Clubs should be accessible to everyone and consequently it is important that the right culture is promoted and Sheffield United's policies, practices and ethos encourages all members to adopt an inclusive and child-friendly approach to sport.

Sheffield United Community Foundation is committed to promoting equality by treating people fairly and with respect; by recognising inequalities exist, by taking steps to address them and by providing access and opportunities for all members of the community.

Sheffield United Community Foundation will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this statement and the actions and sanctions applicable is regarded as discrimination, whether physical or verbal. Sheffield United Community Foundation will work to ensure that such behaviour is met with the appropriate action in whatever context it occurs.

Sheffield United Community Foundation want to ensure that the programmes offered are as far reaching as possible, free from discrimination and unfair behaviour and will do everything they can in order to achieve these objectives.

If any incident is brought to our attention it will be followed up and appropriate action taken. This can be done by phoning the Community Foundation Office on 0114 2619883, by email to [enquiries@sufc-community.co.uk](mailto:enquiries@sufc-community.co.uk) or in writing to Sheffield United Community Foundation, SUFC Academy, Firhill Crescent, Sheffield, S4 7DJ

## **Appendix 1**

### **Equality Statement of Sheffield United FC**

Sheffield United works across the city to be inclusive and anti discriminatory and work closely with the EFL, The FA, Kick it Out and Level Playing Field.

Football Clubs should be accessible to everyone and so it is important that the right culture is promoted. Sheffield United Football Club want to ensure that the Club is a place that is child and family friendly, free from discrimination and unfair behaviour and will do everything they can in order to achieve these objectives.

Sheffield United Football Club achieved the required standard for the EFL's Inclusion and Anti Discrimination Code of Practice in January 2016.

Sheffield United Football Club is committed to promoting equality by treating people fairly and with respect; by recognising inequalities exist, by taking steps to address them and by providing access and opportunities for all members of the community. It is about changing the culture and structure of our Football Club to ensure it becomes equally accessible to everyone.

Sheffield United Football Club's commitment is to eliminate discrimination on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics). We will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, our activities.

Sheffield United Football Club will not tolerate harassment, bullying, abuse or victimisation of any individual, which for the purposes of this statement and the actions and sanctions applicable is regarded as discrimination, whether physical or verbal. This includes any form of 'Hate Crime'. The Club will work to ensure that such behaviour is met with the appropriate action in whatever context it occurs including inappropriate posts through social media.

Sheffield United Football Club is committed to promoting equality of opportunity for all staff and job applicants and requires all staff to abide and adhere to the equality legislation, Equality Act 2010.

Sheffield United Football Club commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be managed as appropriate.

The content of this statement applies equally to the treatment of our staff, customers, supporters, clients and suppliers and is fully supported by the Board of Sheffield United Football Club.

If you have a complaint or witness an incident of discrimination, harassment or bullying we would ask you to report it direct to Kick it Out.