

<b>SECTION</b>	Equality, Diversity and Inclusion (ED&I)
<b>POLICY</b>	ED&I
<b>DATE OF CREATION</b>	March 2008
<b>VERSION</b>	8
<b>DATE OF ISSUE</b>	July 1, 2025
<b>REVIEW DATE</b>	July 1, 2026

## 1. Introduction

Club Doncaster fully endorses and upholds the principles of equality, diversity and inclusion (ED&I). We are committed to ensuring that everyone who engages with Club Doncaster – regardless of their role or backgrounds – has a genuine and equal opportunity to participate, thrive and progress.

We are also committed to creating an inclusive culture where:

- Everyone is respected and valued regardless of age, sex, gender identity or expression, disability (including neurodiversity), marital or civil partnership status, pregnancy or maternity, race, nationality, religion or belief, sexual orientation, or socioeconomic background.
- Everyone can participate without fear of discrimination, bullying, harassment, victimisation or abuse.

## 2. Policy objectives

Club Doncaster aims to:

- Promote fair and equitable treatment for everyone involved within our organisation and community.
- Prevent any form of direct or indirect discrimination, harassment, or victimisation.
- Tackle systemic barriers that may prevent individuals or groups from full participation.
- Set a clear standard of ED&I responsibilities for all staff, volunteers and representatives.
- Ensure policies, communications, and procedures are inclusive and accessible.
- Celebrate diversity and foster a culture of belonging and mutual respect.

### **3. Scope**

This policy applies to:

- All Club Doncaster staff (permanent, temporary, casual), directors, contractors, consultants, volunteers, and any individuals delivering services on behalf of the organisation.
- All activities and operations of Club Doncaster, including community, commercial, and sporting services.

### **4. Policy overview**

Club Doncaster has a zero-tolerance approach to unlawful discrimination or unfair treatment in any form. This includes behaviour based on actual, perceived or associative characteristics. We are committed to creating an inclusive organisation and will proactively work to address exclusion, underrepresentation, or marginalisation.

We uphold the public sector equality duty principles as best practice, including the obligation to:

- Eliminate discrimination.
- Advance equality of opportunity.
- Foster good relations between people with and without protected characteristics.

### **5. Positive action**

We recognise that achieving real equality may require positive action, which is permitted under the Equality Act 2010. Club Doncaster may take lawful steps to:

- Encourage or enable people from under-represented groups to apply or participate.
- Remove or reduce barriers faced by certain groups in recruitment, retention, and progression.
- Provide support, training, or outreach initiatives that improve equity of access.

Positive action is not the same as positive discrimination, which remains unlawful.

### **6. Reasonable adjustments**

Club Doncaster is committed to making reasonable adjustments to accommodate disable people and those with long-term health conditions, including neurodivergent individuals.

All requests for reasonable adjustments will be considered in consultation with the individual, and professional advice will be sought where appropriate.

## **7. Implementation**

To achieve our objectives:

- This policy will be published on our website and promoted internally.
- It will guide decision-making by the board and senior leadership.
- The HR, Safeguarding and ED&I Manager will lead on implementation and monitoring.
- Club Doncaster will participate in relevant surveys, audits and benchmarking.
- Mandatory training will be provided to staff and board members, with updates as legislation evolves.

## **8. Responsibilities**

- The Board will annually review Club Doncaster's performance against this policy.
- Designated leaders or project heads will monitor ED&I in their areas of work.
- All individuals working for or on behalf of Club Doncaster are personally responsible for supporting and upholding this policy.

## **9. Disciplinary process**

Any breach of this policy will be treated seriously. If a complaint or misconduct arises:

- Club Doncaster's disciplinary procedures will apply, where relevant.
- Sanctions may include training, formal warnings, or dismissal.
- External authorities may be involved where legal or safeguarding concerns arise.

## **Appendix A – Legal Notes**

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonises where possible, and in some cases extends protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnerships, employment status, pregnancy and maternity, race (which included ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour includes the following:

### ***Direct discrimination***

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

### ***Indirect discrimination***

Indirect discrimination 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***

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only related to disability.

### ***Harassment***

Harassment 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 persons less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so could constitute victimisation.

### ***Bullying***

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.