

# Equality and Diversity

## Policy and procedures





## Equality and Diversity Policy

**Date of Policy: September 2020 September 2022 September 2023 September 24**

This policy super-cedes any other Equality and Diversity policy.

### Equality and Diversity Policy Statement

Bristol City Football Club, Bristol City Academy, Bristol City Women's Football Club, PGA-ETC, Bristol City Robins Foundation, Bristol Bears Rugby, Bristol Bears Women, Bristol Bears Academy, Bristol Bears Foundation, Bristol Flyers, Bristol Flyers Foundation, Bristol Sport Foundation, Ashton Gate and Bristol Sport are collectively referred to as "the Company".

The policy recognises that the welfare and interests of children and Adults at risk are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children and Adults at risk have a positive and enjoyable experience of the activities delivered by "the Company". We are committed to ensuring that these activities will be in a safe environment, where children and Adults at risk are protected from abuse whilst under our care.

### Principles

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Bristol City Football Club is equally accessible to all.

Bristol City Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

Bristol City Football Club's commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability and to encourage equal opportunities.

Bristol City Football Club, in all its activities, will not discriminate, or in any way treat anyone less favorably, on grounds of gender, sexual orientation, marital status, race,

nationality, ethnic origin, color, religion or belief, ability or disability. Bristol City Football Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Bristol City Football Club will not tolerate harassment, bullying, abuse, or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behavior, whether physical or verbal.

Bristol City Football Club will work to ensure that such behavior is met with appropriate action in whatever context it occurs.

We are committed to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination within the club and within football.

Bristol City Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts.

Bristol City Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds. Where such is found to be the case sanctions will be imposed as appropriate.

Date reviewed	Position	Owner
September 2018	Executive Board	M.A. Martin
September 2020	Executive Board	
September 2023	Executive Board	