

## **EQUALITY POLICY (v1.3)**

### **Statement from the Board**

Crystal Palace Football Club is committed to ensuring that everyone associated with the club is treated with dignity and respect and operate a zero-tolerance policy with regards to discriminatory behaviour. The Club has put processes in place to identify, confront and eliminate discrimination, whether by reason of race, colour, nationality, religion or belief, sex, sexual orientation, marital or civil partner status, age, ethnic and national origin, pregnancy or maternity, disability or gender reassignment.

Crystal Palace Football Club is confident that everyone who wishes to engage with the club, whether as match-day fans, employees, players, board members, participants in foundation programmes and any other person engaged with the club's activities, has the right and equal opportunity to do so.

Crystal Palace Football Club is an equal opportunities employer with robust recruitment processes in place to ensure equality of opportunity for all.

### **Equality Statement**

Crystal Palace Football Club endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in the club whether as players, match-day fans, employees, board members, participants in foundation programmes and any other people engaged with the club's activities e.g., suppliers:

- Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation; and
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their engagement at the club without the threat of intimidation, victimisation, harassment, bullying and abuse.

### **Modern Slavery**

Crystal Palace Football Club has a zero-tolerance approach to modern slavery and is committed to ensuring a transparent approach is adopted throughout the business including the supply chain with regards to modern slavery and human trafficking. The Club will ensure all disclosure obligations under the Modern Slavery Act 2015 are adhered to in order to protect all service users, suppliers, employees and any other relevant stakeholders

## **Legal Obligations**

Crystal Palace Football Club is committed to avoiding and eliminating unfair discrimination of any kind in the club and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, victimisation or bullying. Examples of the relevant legislation and the behaviours in question are given in the Appendix

## **Positive Action**

As well as complying with legislation, Crystal Palace Football Club will promote equality by taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Crystal Palace Football Club will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to our club, as well as require participation in associated activities by people from any group that is under- represented in the club or has difficulty accessing it.

## **Implementation**

The following steps will be taken to publicise this policy and promote equality in Crystal Palace Football Club:

- A copy of this document will be published on the Crystal Palace website
- The Crystal Palace Football Club Board and Senior Management Team will take overall accountability for ensuring that the policy is observed
- The Board and Senior Management Team will take full account of the policy in arriving at all decisions in relation to the activities of the club.
- Crystal Palace Football club will implement regular audits, surveys or other initiatives designed to assess the level of participation of different sections of the community in the club and will take account of the findings in developing measures to promote and enhance equality in the club.
- Crystal Palace Football club will provide access to a rolling programme of training for all of its players, staff, board members, and other people engaged with the club's activities to raise awareness of both collective and individual responsibilities
- It will be a condition of the working with Crystal Palace Football club that suppliers commit to act in accordance with this policy; and support such measures and initiatives that Crystal Palace may institute or take part in to advance the aims of this policy

## **Responsibility, Monitoring and Evaluation**

The Board and the Senior Management Team will be accountable for ensuring the implementation of this policy. The CEO, Equality Lead and Senior Management Team will be responsible for the day-to-day implementation of equality in the club.

The CEO and Equality Lead will review all Crystal Palace Football Club activities and initiatives against the aims of the policy and should report formally on this issue to the Board annually.

The CEO and Equality Lead will review any measures or initiatives that Crystal Palace Football Club may initiate or take part in to promote and enhance equality in the club, and will report their findings annually to the Board.

The Board and Senior Management Team will review the policy at intervals of no more than three years, (or when necessary due to changes in legislation) in line with the Crystal Palace Football Club policy review process.

## **Complaints and Compliance**

Crystal Palace Football Club considers all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned with ensuring individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any player, match – day fan, employee, Board member, participant in foundation programmes and other people engaged with the club’s activities who violate the Crystal Palace Football Club Equality Policy.

Any person who believes they have been treated in a way that they consider in breach of this policy by a player, match-day fan, employee, Board member, Foundation member or any other people engaged with the club’s activities, should in the case of allegations of discriminatory behaviour against the individual or Crystal Palace Football Club itself, raise the matter by writing directly to Julie Brown, Head of Human Resources at Crystal Palace Football Club or emailing [equality@cpfc.co.uk](mailto:equality@cpfc.co.uk)

Crystal Palace Football Club will appoint someone to investigate the complaint. The investigation will be conducted impartially, confidentially and without avoidable delay. Any person against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The parties in question will be notified of the outcome of the investigation in writing and this will be reported to the Crystal Palace Football Club Board and Senior Management Team. If the investigation reveals unacceptable discriminatory behaviour on the part of a person or organisation, Crystal Palace

Football Club may impose sanctions on that person or organisation. Sanctions may range from a Written reminder concerning future conduct extending to temporary or permanent expulsion from club activities. In deciding what sanction is appropriate in a particular case the Board or nominated individual will consider the severity of the matter and take into account any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Crystal Palace Football Club is subject to allegations of unlawful discrimination in a court or tribunal, the Board and Senior Management will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcomes, may consider taking action as above in relation to the matter concerned.

## **Appendix 1 – Relevant legislation and forms of unacceptable discrimination**

### **Legal Rights**

Discrimination has been legally defined through the Equality Act 2010

The Equality Act 2010 which came into force in October 2010 is a law which harmonised where possible, and in some cases extended, protection from discrimination and it is applied throughout the UK.

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 partnership status, pregnancy and maternity, race, 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 individuals are protected if they have a characteristic, are assumed to have one, associate with someone who has it or are with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include 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.

#### **Associative Discrimination**

Discrimination can also occur when someone discriminates against someone because they associate with another person who possesses a protected characteristic. An example of this is if 'A' does not give 'B' (who is a job applicant) the position, even though they have met all of the competencies for the role, just because 'B' has told 'A' they have a partner with one or more Protected Characteristics.

#### **Discrimination by perception**

Discrimination by perception can occur when someone discriminates against an individual because they think they possess a particular protected characteristic and this applies even if the person does

not actually possess that characteristic e.g. 'B' is selected for redundancy by 'A' because they perceive 'B' to have a progressive condition i.e. they are disabled.

### **Discrimination arising from disability**

It is unlawful when a disabled person is treated unfavourably because of something connected with their disability and such unfavourable treatment cannot be justified. This type of discrimination only relates 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 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. To do so would 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.

Approved By:

**Steve Parish**

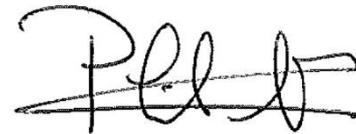


**Chairman**

**1<sup>st</sup> January 2021**

Approved By:

**Phil Alexander**



**Chief Executive Officer**

**1<sup>st</sup> January 2021**

Revision Date	Author	Version	Summary of Changes
January 2021	Julie Brown	V1.3	Revised version
December 2019	Julie Brown	V1.2	Revised version
December 2017	Soye Briggs	V1.1	Revised version
January 2016	Sara Niblock	V1.0	First Publication