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## **Equality, Diversity & Inclusion Policy (ED&I)**

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Preston North End Football Club (this incorporates the Academy and Preston North End Community & Education Trust) and will be referred to throughout the document as 'the club'.

## **Scope**

This policy covers all current and potential employees, contractors, consultants, agency workers, suppliers, spectators, fans, customers of and visitors to the club.

This policy should be read in conjunction with the Equal Opportunities Policy.

## **Policy Statement**

The English Football League (EFL) is responsible for setting the standards, values and expectations of all clubs in relation to equality, diversity and inclusion. Football is for everyone; it belongs to, and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member or spectator.

The aim of Preston North End FC's Equality, Diversity & Inclusion Policy is to promote our own equality objectives, and in doing so, help to ensure that everyone is treated fairly and with respect. All Preston North End FC representatives should abide and adhere to this policy and to the requirements of the Equality Act 2010.

This policy is fully supported by the board of Preston North End FC. All individuals working for or connected with the club has a responsibility to promote EDI. The Director, People and Culture has ultimate responsibility for ensuring that this policy is fully implemented.

## **Commitment**

Preston North End FC will ensure that it treats everyone fairly and with respect and aim to provide access and opportunities for all members of the community. Every staff member, board member, official, spectator, fan and visiting team can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

We will take active steps to fulfil our responsibilities and promote good practice by:

- Complying with legal obligations in a transparent manner.
- Publishing this policy widely across all platforms.
- Assessing the impact of policies, content and working practice to identify, remove or mitigate any disadvantage to underrepresented groups or recognise any cultural or religious sensitivities or differences.
- Taking action to redress any gender, racial or other imbalance highlighted from monitoring data.
- Promoting awareness and understanding of EDI matters among staff and supporters and other parties through policies, training, guidance and campaigns.
- Engaging with staff in respect of changes which may affect their employment.
- Ensuring that staff and applicants are treated fairly and judged solely on merit and by reference to their skills and abilities.
- Raising awareness of our policies and commitment to EDI with external suppliers and partners and encouraging them to follow similar good practice.

- Ensuring that the club facilities are, as far as reasonably possible, welcoming and accessible to all.
- Ensure compliance with employment and equal opportunity legislation and regulation.
- Ensuring staff and supporters and other parties are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns.
- Deal effectively with potential and actual acts of discrimination, harassment and bullying appropriately under relevant club policies and taking action where necessary. This may include working with, and referring to relevant supporting agencies.

## **Positive action and training**

Preston North End FC is committed to equality inclusion and anti-discrimination as part of the EFL's Code of Practice. Preston North End FC will commit to a programme of raising awareness and educating, investigating concerns and applying relevant and proportionate sanctions, campaigning, widening diversity and representation and promoting diverse role models, which we believe are all key actions to promote inclusion and eradicate discrimination within football.

## **Implementation, monitoring & review**

This policy will be implemented through our EDI Committee. Progress against the club's EDI Action Plan will also be shared to ensure transparency of club EDI objectives.

This policy will be reviewed and updated on a bi-annual basis.

## **Relevant legislation and forms of unacceptable discrimination**

### **Legal rights**

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 new 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 (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes 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.<sup>1</sup>

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<sup>1</sup> The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

## **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.

### **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 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.

<b>Effective Date</b>	<b>October, 2023</b>
<b>Approved by</b>	<b>Peter Ridsdale, Owner's Representative and Executive Director</b>
<b>Approved by</b>	<b>Tom Drake, Chief Executive Officer, Preston North End Community and Education Trust</b>
<b>Review Date</b>	<b>October, 2025</b>