



THE PLAYERS FOUNDATION
COMPANY NUMBER: 08352024
CHARITY NUMBER: 1150458

EQUALITY & DIVERSITY POLICY

Why We Have an Equality and Diversity Policy?

The Players Foundation promotes the charitable wellbeing of all football players, current or retired who have reached a professional standard and works to make life a fulfilling and enjoyable experience. It recognises that every person is an individual with different needs, preferences and abilities. It aims to reflect this diversity in everything it does, including making its services inclusive and accessible to all from all sections of the professional footballing community, as well as the community at large and attracting and retaining a diverse workforce. The Players Foundation believes that harnessing different life experiences, attributes and contributions from staff, volunteers and service users will make The Players Foundation a more effective and inclusive organisation and a better place to be.

This policy sets out our approach to equal opportunities and the avoidance of discrimination. It applies to all aspects of any engagement with us, and to recruitment of trustees. It also covers the treatment and conduct of volunteers.

The Policy Statement

The Players Foundation values equality and diversity. By respecting and using diversity we can maximise our impact through meeting individual needs and staying in touch with the changing societies in which it works.

Everyone must recognise and fulfil their personal role in making The Players Foundation a genuinely inviting and inclusive organisation.

The Players Foundation has a commitment to diversity, which is about:

- Recognising and valuing difference
- Recognising and seeking to redress inequality
- Treating all in a fair, open and honest manner
- Recognising the right of volunteers, employees and beneficiaries to be treated with dignity and respect

The Players Foundation is committed to:

- Equality of opportunity
- Tackling discrimination and inequality
- Tackling harassment and intimidation
- Making the organisation as a whole more representative of the diverse communities that make up our beneficial class.
- Encouraging other organisations to adopt similar policies on Equality and Diversity

The Players Foundation will not tolerate less favourable treatment on the grounds of sex, gender, gender reassignment, age, race, colour, nationality, ethnic or national origin, disability, marital/civil partnership status, sexual orientation, pregnancy or maternity, responsibility for dependents, trade union or political activities, criminal record, place of residence, religion, faith or other beliefs, health status or any other reason which cannot be shown to be justified. The Players Foundation will never use cultural practices as a justification for, or to ignore an issue of, safeguarding.

The Players Foundation believes that discrimination is wrong and should be actively opposed.



Discrimination denies human dignity, a freedom for people to be themselves, and a place in a free society.

The Players Foundation is primarily committed to the needs of its beneficiaries and to maintaining their individual dignity and their value to society. The Players Foundation is also committed to a policy of Equality and Diversity in service delivery and in employment practices and will not accept discrimination in its work with and for its beneficiaries.

This commitment includes ensuring that any one representing The Players Foundation has been properly trained about their rights and responsibilities under the equality policy. Responsibilities include staff, trustees and volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

Procedures

Provision of Services

The Players Foundation aims to deliver services to beneficiaries who need them, without discriminating against, stigmatising or patronising people. Every beneficiary will be treated in a professional manner, with courtesy and respect.

Users of our services and those who take part in our activities will be informed that The Players Foundation is committed to an Equality and Diversity Policy so that:

- They will know a policy exists and a copy is available so as to guide all members of the organisation and others to share the commitment and code of practice of Equality and Diversity.
- All who come into contact with The Players Foundation will know the standards that we are trying to achieve and have the opportunity to assist us in trying to achieve them.
- They will know they have the right to complain, if they feel these standards are not being adhered to or are dissatisfied with the service provided to them.

The Players Foundation will make sure that its services meet the needs of its diverse communities by involving communities in identifying their needs and by seeking to meet these needs.

- The Players Foundation will develop services to make sure there is maximum take up by all communities and particularly those groups facing inequality and discrimination. It will do this by:
- Providing information in plain English or alternative language if required.

Offering information on request will ensure information provided is clear and easy to understand in accessible formats and alternative languages if required.

Discrimination

The Players Foundation will not unlawfully discriminate against or harass other people including current and former employees, job applicants, volunteers, clients, service users, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts), and on work-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

- (a) **Direct discrimination:** treating someone less favourably because of a Protected Characteristic. For example, rejecting a trustee applicant because of their religious views or because they might be gay.



- (b) **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- (c) **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- (d) **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- (e) **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate inequality caused by a disability.

Recruitment and Selection

The Players Foundation will ensure that recruitment practices fulfil the requirement of the equality and diversity policy.

If there are vacancies, they will generally be advertised to a diverse section of the labour market. Advertisements should avoid stereotyping or using wording that may discourage particular groups from applying. All posts will have a job description and person specification, which will contain essential and desirable skills, qualifications and experience. Person specifications will only contain details which are required. All recruitment adverts will carry the statement "The Players Foundation promotes Equality and Diversity. A copy of our Equality and Diversity Policy will be available on request".

Job applicants should not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.

Shortlisting should be done by 3 people from diverse backgrounds if possible. The format for interview will be agreed before it takes place and will remain constant for all interviews for the position.

Every effort will be made to make provision for staff and volunteers with a disability through reasonable adaptations.

Posts which are deemed suitable will be advertised as available for job share. Job shares may also be available to staff in suitable posts on request, and providing that a suitable job sharer may be recruited.

All staff and trustees involved in recruitment and selection will be aware of this policy and adhere to it at all times. All applicants for posts will be treated strictly on merit, against objective criteria that avoid discrimination. As an exception, posts targeted at specific groups of people will be exempted, as allowed by legislation.

An appointed person will be responsible for vetting, in confidence, applicants for sensitive posts; this may include Disclosure and Barring Service (DBS) checks. Reasons for the decision to appoint, or not, will be noted and kept for at least six months.



Part-time and fixed-term work

Part-time and fixed-term employees should be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

Disabilities

If an employee is disabled or becomes disabled, they are encouraged to talk about their condition so that reasonable adjustments or support may be considered as appropriate.

Training and Development

The Board of Trustees, staff and volunteers need to recognise and fulfil their personal role in making The Players Foundation a genuinely inviting and inclusive organisation. The Players Foundation will ensure that all staff and volunteers know about the Equality and Diversity policy and their responsibilities within it, by including it within Induction Training, and ensuring it has a high profile within our internal communications and practices. Additional role specific training will be undertaken to ensure understanding of and commitment to Equality & Diversity policies and procedures as appropriate.

Recording and Monitoring of Service Provision

The Players Foundation will monitor and review the take up of the service with records being kept of actions and decisions by trustees, staff and volunteers. Monitoring will be carried out on the basis of ethnic background, gender, age, place of residence, sexual orientation and disability. Provision of individual monitoring data will be supplied on a voluntary basis, using agreed categories.

Responsibilities

The Board of Trustees has the ultimate responsibility to provide, implement and review the policy. It is the responsibility of trustees, staff and volunteers to support the policy by ensuring that The Players Foundation activities promote equality and diversity. The Chief Executive or appointed representative holds the day to day responsibility for ensuring that the policy is implemented and, in the first instance, for dealing with or taking action on disciplinary offences.

Breaches of this policy

The Players Foundation takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure and stated behaviour standards. Serious cases of deliberate discrimination may result in an instruction to leave the organisation.

If anyone believes that they have suffered discrimination the matter can be raised through The Players Foundation complaints policy. Complaints will be treated in confidence and investigated as appropriate.

No-one may be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our procedures.

A policy adopted on 9th day of February 2021

Subject to review	March 2023
Updated Amended:	02 May 2023
Reviewed:	29 October 2024
Next review due:	29 October 2026