



Swindon Town FC
Community Foundation

Swindon Town FC **Community Foundation**
Football in the Community

The Energy Check County Ground, County Road, Swindon, Wiltshire SN1 2ED
Tel: 01793 421303 | **Mob:** 07966 305320 / 07919 112982

www.stfcfoundation.com

Swindon Town FC Community Foundation

Equality and Diversity Policy

Latest review: June 2025

Date of next review: June 2026

This policy and set of procedures will be reviewed on an annual basis, or sooner should any major incident, organisational or legislative change arise.

Signed

Shane Hewlett (Head of Foundation)

Signed

Kirsteen Fraser (Safeguarding Lead Trustee)



CHARITY NUMBER 1121820



SWINDON TOWN EQUALITY AND DIVERSITY POLICY

"Equality" means equality between individuals "Diversity" means the fact that individuals are different.

Policy Introduction

This policy aims to ensure that everyone is treated fairly and with respect and that Swindon Town FC Community Foundation is equally accessible to all. It is expected that all participants, staff and visitors to Foundation Park behave in a respectful and appropriate manner as outlined within the Foundation's 'Code of Conduct'. Copies of the relevant codes of conduct can be found on the Foundation's website within the policy section along with the Equality, Diversity & Inclusion policy.

Swindon Town FC Community Foundation prides itself on working with a wide range of participants spanning generations, social backgrounds, religions and ethnicities. The framework and appendix for this policy are as follows:

APPENDIX- 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 based on 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.

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 pregnancy.

Forms of discrimination and discriminatory behaviour include the following:



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Direct discrimination

Direct discrimination can be described as a less favourable treatment on the grounds of one or more 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 characteristic at a 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.

Aims and Values

Swindon Town FC Community Foundation is a welcoming environment where everyone is highly valued and where tolerance, honesty, cooperation and mutual respect for all are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. We aim to provide equal opportunities for all participants to maximise their potential regardless of age, gender, race, colour, religion, disability, sexual orientation or learning ability. We endeavour to promote positive relationships with families, carers and members of the wider community. We aim to promote equality, confront any form of discrimination and actively promote harmonious relations in all areas of our work.

We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion. We work hard to achieve our vision statement of 'Where People Matter'.



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Our aim is to:

- Provide a secure environment in which all our participants can flourish and achieve in a safe and positive atmosphere.
- Provide a learning environment where all individuals see themselves reflected and challenged and feel a sense of belonging.
- Prepare children for life in a diverse society in which children can see their place in the local, regional, national and international community.
- Provide positive information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion, age or learning ability.
- Plan carefully to improve our understanding and promotion of diversity.
- Actively challenge discrimination and disadvantage.
- Make inclusion a core feature in all our activities.

To achieve these aims we will:

- Analyse data where necessary to ensure all groups are progressing well and no group is subject to disadvantage
- Use all available information to set suitable learning challenges for all, respond to participants' diverse needs and overcome any potential barriers to participation and enjoyment
- Ensure that we actively promote opportunities to celebrate diversity e.g. SEN Festival, International Women's Day etc
- Have high expectations of behaviour which demonstrate respect for others
- Leadership and Governance teams are familiar with this policy and adhere to it at all times

As a Foundation, we are committed to:

- Being proactive in promoting good relationships and equality of opportunity across all aspects of life and the wider community.
- Encouraging, supporting and enabling all participants and staff to realise their potential and make a positive contribution.
- Working in partnership with families, the local authority and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination.



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- Ensuring that our Equality and Diversity Policy is adhered to.

Responsibilities

It is the responsibility of the Foundation's Senior Management Team and Trustees to:

- Ensure that the Foundation complies with equality legislation.
- Ensure that the Foundation's policy, procedures and strategies are carried out and monitored.
- Scrutinise the recording and reporting procedures when appropriate.
- Employ equal opportunities in staff recruitment, professional development and membership of the Governing Body.
- Be involved in dealing with serious breaches of the policy

It is the Chairman's responsibility to:

- Implement the policy, its strategies and procedures.
- Ensure that all staff receive appropriate and relevant continuous professional development.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying.
- Ensure that all visitors and contractors comply with the Foundation's equality and diversity policy.

It is the responsibility of all staff to:

- Be vigilant in all areas of the Foundation's work for any type of harassment and bullying; harassment or bullying is defined as behaviour which would make others feel intimidated, threatened or undermined in any way.
- Deal effectively with all incidents from the obvious to the subtler forms of victimisation caused by perceived differences
- Identify and challenge bias within the Foundation's culture.
- Promote equality and good relations and not discriminate on grounds of race, gender, religion, age, disability, sexual orientation or learning ability.
- Promote an inclusive programme of projects and whole Foundation ethos which reflects our diverse society.
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.
- Breaches of the policy.



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All breaches of the policy will be rigorously addressed, using the appropriate procedures. All breaches need to be reported to the Equality, Diversity & Inclusion lead who will work closely with the Head of Foundation to ensure appropriate and proportionate action is taken.

Training

Swindon Town FC Community Foundation will provide Equality, Diversity & Inclusion training to all existing and new employees/workers/volunteers including those likely to be involved in recruitment or other decision making where equality issues are likely to arise, to help them understand their rights and responsibilities under the Equality Act 2010. All staff will be expected to complete CPD on an annual basis, covering all forms of discrimination, harassment and abuse, providing confidence to deal with any EDI incidents.

Procedure

This procedure outlines the process for reporting incidents of discrimination, harassment and abuse. All reports will be handled by the Equality, Diversity & Inclusion lead and Head of Foundation

- Any report relating to Equality, Diversity and Inclusion should be directed to the Assistant Head of Foundation – Brad Carter (EDI Lead). Complaints can be made via telephone on 01793 421303 or alternatively via email to brad@stfcfoundation.com
- The EDI lead will access the severity of the allegation before taking appropriate and proportionate action which may include but not be limited to, signposting to educational workshops, suspension from sessions and in extreme circumstances exclusion from the Foundation's projects and activities.
- If the EDI lead is unable to resolve a complaint this will be escalated to the Head of Foundation, Shane Hewlett – shane@stfcfoundation.com

What we need to know:

- Your name and contact details, such as address, email and phone number.
- Details of the activity: what, when and where the incident took place.
 - Any witness statements and names, including contact details.
- Names of any others who have been treated in a similar way or subject to a similar experience.
- Details of any former complaints made about the incident: date, and to who made
- A preference for a solution to the incident.

What we will do:

- We will deal with your complaint as quickly as we can.
- We will acknowledge receipt of your complaint within five working days,
- We will aim to send a full reply within ten working days of receipt.



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Any internal EDI concerns should be raised following the procedure above. If the concern involves either the Equality, Diversity & Inclusion lead or the Head of Foundation then the report should be directed to the Foundation Chairman via kirsteen@stfcfoundation.com.

For further information regarding how the Foundation handles complaints, please refer to the Complaints and Appeals policy

Policy Planning and Review

The EDI policy will be reviewed on an annual basis in addition to all reported EDI incidents. The findings from this review will inform the EDI delivery plan ensuring any emerging trends are addressed to promote inclusion.

All improvement plans will be designed with an element of impact assessment built in to monitor the success of each activity. There will be a systematic review of the impact of all policies and procedures on equality and diversity to address any areas of inequality.

Achievement and attainment will be analysed to ensure progress for all, especially concerning any identified disadvantaged groups.

