



EQUAL OPPORTUNITIES

South Shields FC Foundation
Charity Number 1176894

PURPOSE

To ensure South Shields FC Foundation integrates equality of opportunity into all aspects of its activity

VERSION

Jan 2019

For staff:

1. South Shields FC Foundation will recruit and value a workforce that reflects the diverse make-up of the community. Recruitment advertisements will include a statement to show that South Shields FC Foundation has a positive commitment to recruiting groups who are under-represented in the workforce. South Shields FC Foundation will also:
 - a. support under-represented groups currently in the workforce;
 - b. ensure all our staff understand the values and expectations of South Shields FC Foundation and the standards of behaviour we expect from them;
 - c. make clear the action staff may take if they feel unfairly treated;
 - d. provide training to relevant staff so that they can actively put this policy into practice;
 - e. provide all staff with a working environment which is free from harassment and victimisation.

For service users and potential users:

2. Provide services that are accessible to all people, free from prejudice and unfair discrimination and sensitive to the needs of all sections of the community

For communities generally:

3. Work together with partner organisations from the public, private, social enterprise and voluntary/community sectors to ensure that equality and diversity issues are considered in any partnership working



FOUNDATION@SOUTHSHIELDSFC.CO.UK



@SSFCFOUNDATION



0191 4547800

4. Consider ways of consulting with groups and communities who are most excluded, to seek their views

For all of the above groups:

5. Monitor progress and ensure appropriate action.

Responsibilities

6. Equal opportunity is not achieved by default. The culture of South Shields FC Foundation must be one of support for the intent. This means that all those within South Shields FC Foundation carry responsibility for the successful implementation of the policy. In particular:

The Board

7. To set a constructive framework for equality and diversity within the organisation and for its stakeholders.

Foundation Manager

8. To have overall responsibility for the enforcement of the policy and manage it on a day to day basis.

All Managers

9. To take positive measures to address inequality and promote equality of opportunity for all. Managers must ensure that those staff they manage are fully aware of the policy and their responsibilities in relation to it. It is each line manager's responsibility to bring it to the attention of all staff who join the organisation as part of the staff induction process.

All Staff

10. All staff have responsibility for implementing, monitoring and actively promoting this policy.
11. Every staff member plays an integral part in making this policy effective and should seek to put it into practice in all aspects of their work. If they see unfair discrimination occurring, they have a duty to report it to their manager so that appropriate action can be taken to remedy the situation.

12. Each and every individual at all levels must co-operate with the measures introduced to ensure that they do not discriminate unfairly or induce others to practice unlawful discrimination.
13. We all have a responsibility to treat all staff, service users and other contacts fairly and with respect.
14. Unfair discrimination by a member of staff will be considered as gross misconduct that may lead to dismissal.

Monitoring and Review

15. South Shields FC Foundation is committed to an efficient monitoring and review system to ensure effective implementation and development of this Policy. Ultimate responsibility for monitoring and review rests with the Board. Day to day responsibility for monitoring and review rests with the Coordinator and all other managers.
16. The Board will continue to monitor this policy and advise on general matters relating to Equal Opportunities and Diversity. The Coordinator, on an annual basis will submit a report to the Board, updating them on the implementation of the policy, reviewing the policy and any new policy or employment law developments.

Background Information

17. In recent years Parliament has passed a number of important anti-discrimination and Equal Opportunity Acts. We aim to ensure that all our policies and practices are in line with relevant legislation and other good practice guides.

18. The key relevant Acts of Parliament and Codes of Good Practice are:
 - a. Race Relations Act 1976 and Race Relations (Amendment) Act 2000
 - b. Sex Discrimination Act 1975, as amended by the Employment Equality (Sex Discrimination) Regulations 2005
 - c. Equal Pay Act 1970
 - d. The Disability Discrimination Act 2005
 - e. Employment Equality (Religion or Beliefs) Regulations 2003
 - f. Employment Equality (Sexual Orientation) Regulations 2003
 - g. Sex Discrimination (Gender Reassignment) Regulations 1999
 - h. Human Rights Act 1998
 - i. Rehabilitation of Offenders Act 1974
 - j. Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
 - k. The Protection from Harassment Act 1997
 - l. The Codes of Practice on Equal Pay, Race, Gender, Age, Disability Discrimination
 - m. Parental Leave 1999.

19. There are several other legal requirements with regard to equal opportunities in employment and these include:
 - a. The Trade Union Reform and Employment Rights Act 1993 - This makes it unlawful to discriminate on the grounds of pregnancy and introduced a new right to maternity leave regardless of length of service.
 - b. The Employment Act 1990 - Trade Union Activity - this makes it unlawful to discriminate on account of membership or non membership of a trade union. An employee also has the right not to be dismissed on account of trade union activities.

20. There are two types of discrimination - 'direct' and 'indirect'.
- a. Direct discrimination: results from treating a person less favourably on the grounds of gender, race, disability etc.
 - b. Indirect discrimination: arises where a condition or requirement, although applied equally to men, women and all ethnic groups, has the effect of excluding, penalising or treating less favourably any of these groups, and cannot be shown to be justifiable and will be to the detriment of those who cannot comply with it.
21. **Victimisation** is the treatment of a person less favourably than another because s/he has brought proceedings, given evidence, or complained (under the terms of the Disability Discrimination Act, Race Relations or Sex Discrimination Acts) about the behaviour of someone who has been harassing or discriminating against them, or for supporting such actions by others.
22. **Positive Action** allows for training and encouragement of particular groups to overcome the effects of past discrimination. This can include encouraging someone from a minority ethnic group or someone with a disability to apply for jobs and training for work where they are under-represented, and through training help them qualify on merit for appointment and promotion and so accelerate their access to better jobs. The inclusion of wording to encourage under-represented groups to apply for jobs or opportunities with South Shields FC Foundation is a form of positive action. Positive action should not be confused with positive discrimination which is unlawful.
23. **Harassment and the Law:**
Certain types of harassment are regarded as unfair discrimination and are covered by statute. Harassment and workplace bullying takes many forms, occurs on a variety of grounds and may be directed at one person or many people. Whatever the form, South Shields FC Foundation will deal with complaints seriously and where appropriate harassment will be treated as a disciplinary offence.