



Blackpool FC School

Equality Policy

Updated: August 2023

Review date	Reviewed by	Signed	Next review
August 2021	Gemma Trickett		August 2023
August 2023	Gemma Trickett		December 2025

Contents

1.0.	Policy statement	Page 2
1.1.	What are protected characteristics?	
2.0.	Scope	Page 3
3.0.	Definitions	Page 3
3.1.	Direct discrimination	
3.2.	Indirect discrimination	
3.3.	Harassment	
3.4.	Bullying	
3.5.	Victimisation	
4.0.	Objectives	Page 4
5.0.	Responsibilities	Page 4
5.1.	Staff responsibilities	
5.2.	Responsibility of managers	
5.3.	Responsibility of the Board, Chief Executive Office, and Senior Management Team	
6.0.	Reporting concerns/poor practice	Page 5
7.0.	Development of provision	Page 5
8.0.	Monitoring	Page 7
9.0.	Training, promotion, and development of opportunities (employees)	Page 7
10.0.	Equality, Diversity and Inclusion Action Plan	Page 7
11.0.	Review of policy	Page 7
12.0.	Related policies	Page 8

1.0. Policy statement

Blackpool FC school recognises that equality and diversity is about having respect for every individual, treating staff and student users with dignity, courtesy, fairness and consideration, and welcoming differences between people.

This policy aims to prevent discrimination by the development of good employment and delivery practices.

Providing equal opportunities means providing:

- Equal access to jobs, training, promotion, and development opportunities
- Fair practices
- Equal access to services and information
- A work and delivery environment free from bullying, harassment, and victimisation.
- Wheelchair user friendly access to all areas of the school (ground floor school)

Blackpool FC school welcomes diversity and is committed to equal opportunities for job applicants, employees and students.

All the conditions of service should fit the needs of the service provided and those who work or take part in the services.

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 unfavorable treatment based on characteristics, which are known as the 'protected characteristics'.

1.1. What are Protected Characteristics?

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief

- sex
- sexual orientation

(Equality Act, 2010)

2.0. Scope

This policy covers all those working (voluntary or paid) at or for Blackpool FC Community Trust (the Trust) and those who are taking part in the Trust's activities and programmes (BFC School).

3.0. Definitions

3.1. Direct discrimination

An employer will directly discriminate if they treat a person less favourably than the way in which a person not having that particular characteristic would be treated. Complainants alleging direct discrimination usually have to compare themselves with either an actual or hypothetical comparator to show less favourable treatment

3.2. Indirect discrimination

Indirect discrimination is where a provision, criterion or practice is applied which is such that it would be to the detriment of a larger proportion of the relevant group to which the individual belongs. The action is not objectively justifiable and is to the individual's detriment

3.3. Harassment

Harassment is unwanted conduct affecting the dignity of individuals in the workplace. It may be related to any personal characteristic of the individual and may be an isolated or persistent incident.

3.4. Bullying

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, or abuse or misuse of power through means intended to undermine, humiliate, belittle, or injure the recipient.

3.5. Victimisation

Victimisation is described in law as an unlawful act where an individual is treated less favourably than another person because, for example:

- they have made allegations of discrimination on the grounds of age, disability, race, nationality, ethnic or national origin, gender, religion, beliefs, sexual orientation, domestic circumstances, health conditions, social and employment status, trade union membership or political affiliation
- it is known that they intend to bring a case under the equality's legislation

4.0. Objectives

Blackpool FC School will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the school community to take part in, and enjoy, its activities. Every staff member, board member, student, spectator, and volunteer can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to work and participate in an environment without the threat of intimidation, victimisation, harassment, or abuse.

Blackpool FC School is committed to equality, inclusion, and anti-discrimination as part of The Football League Trusts (EFLT) Code of Practice. Blackpool FC Community Trust/ BFC School 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 our activities.

5.0. Responsibilities

5.1. Staff and Student responsibilities

Every employee and student is responsible for ensuring that they:

- Do not discriminate in the way they behave towards others, including staff and other students.
- Ensure inclusivity in lessons and enrichment activities including all sporting activities
- Do not bully, harass, or victimise individuals
- Do not attempt to encourage other members of staff or participants to practice unlawful discrimination
- Promote equality and diversity throughout all activities both in and out of school.

All employees and students have a responsibility to challenge discrimination when it occurs and to report it to the relevant person.

5.2. Responsibility of managers

Managers and those supervising staff, have a duty, in addition to their individual responsibility, to ensure that:

- the employees they manage are aware of their responsibilities and the law, and comply with the standards set by this policy
- they discharge their responsibilities in a manner free of discriminatory practices and collusion
- they promptly confront unacceptable behaviour or attitudes
- they deal with complaints and grievances promptly and in a fair and consistent manner
- proper records of recruitment and selection decisions are maintained

5.3. Responsibility of the Board, Chief Executive Officer, and Senior Management Team

The Board has primary legal and moral responsibility for ensuring that it and its staff do not discriminate.

The Board has the responsibility for the approval of this Equality and Diversity policy.

The Board will elect an equality and diversity lead who is responsible for promoting equality and diversity throughout the Trust and its services.

The Senior Managers will provide the board with annual reports which will include data relating to Equality and Diversity.

The Senior Managers will, in conjunction with Peninsula HR, ensure that this policy is applied consistently and that all other policies and procedures adhere to its values.

The Head of Education and Employability will lead on equality and diversity for the staff team and is responsible for the implementation and monitoring of this policy.

6.0. Reporting concerns/poor practice

Any complaints or allegations received will be dealt with in line with the Trust's complaint and appeals policy, managing allegations against staff and volunteers and, disciplinary policy.

Anybody who sees discrimination within the Trust's service delivery is encouraged to 'whistle blow' in line with the Trust's / School's whistleblowing policy.

7.0. Monitoring

To monitor the diversity of the Trust's activities, staff and provisions within the school are monitored through the collection of data (where necessary) to enable:

- performance against equality and diversity objectives
- an understanding where services should be targeted or be developed to increase participation from under-represented groups or hard to reach communities.

All data must be collected in line with the BFCCT (Blackpool Football Club Community Trust) data protection policy.

8.0. Development of provision

When considering new provision, the school will always seek to:

- address under-represented groups through consultation and partnership work
- identify barriers and how to address them
- look at the delivery of provision e.g. suitable time, location, cost
- ensure that promotional material is reflective of the community the provision is being delivered in.

9.0. Training, promotion, and development opportunities (employees)

The trust aims to ensure that all employees are helped to develop skills and abilities they require to carry out their current and any future role. All member of staff will be encouraged to make use of the training, education, and development opportunities available to them.

All members of staff are required to attend equality and diversity training as part of their role, including refresher courses every three years.

10.0. Equality, Diversity, and Inclusion (ED&I) Action Plan

BFCCT and Blackpool Football Club have a shared ED&I action plan in place to that activities and processes undertaken meet the needs of our staff, participants, and the community.

11.0. Review of policy

This policy will be reviewed every two years, with amendments being made in line with changes in legislation and/or if an incident occurs.

12.0. Related policies

Complaints and appeals policy

Data protection policy

Disciplinary policy

Information for volunteers

Managing allegations against staff and volunteers' policy

Recruitment and selection policy

Safeguarding children policy

Staff handbook

Whistleblowing policy