



<p><b>TITLE</b></p>	<p><b>PRESTON NORTH END FOOTBALL CLUB (this incorporates the Academy and Preston North End community and Education Trust) and will be referred to throughout the document as 'the Club'.</b></p> <p><b>EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY (V.1)</b></p>
<p><b>Scope</b></p>	<p>This policy covers all current and potential employees, contractors, consultants, agency workers, suppliers, customers of and visitors to the Club.</p> <p>It covers discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race and religion and/or belief, sex or sexual orientation as set out in the Equality Act 2010. Preston North End FC recognises that there can be differences between the physical sex and gender assigned at birth and an individual's gender identity/expression, therefore, this policy also covers discrimination on the basis of a person's gender identity.</p> <p>This policy should be read in conjunction with the Equal Opportunities Policy.</p>
<p><b>Policy Statement</b></p>	<p>The Club recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success.</p> <p>We want our staff, volunteers, partners and customers to reflect the diversity of the regional, national and international communities that we serve. We aim to be a place where people can be free to be themselves no matter their identity or background.</p> <p>By creating a working and social environment in which individuals can utilise their skills and talents to the full without fear of prejudice or harassment, we aim to create a culture where everyone can reach their fullest potential.</p> <p>We will ensure that equality is embedded in all our activities, policies and decisions and will work with our partners to share good practice. Key to this is our commitment to implementing a programme of activity to progress our equality aims and objectives.</p>

<p><b>Commitment</b></p>	<p>Our aim is to make full use of people's talents and skills by creating an open and inclusive workplace culture where people from all backgrounds can work together with dignity and respect.</p> <p>We will take active steps to fulfil our responsibilities and promote good practice by:</p> <ul style="list-style-type: none"> <li>• Complying with legal obligations in a transparent manner.</li> <li>• Publishing this policy widely amongst staff and on our website.</li> <li>• 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.</li> <li>• Taking action to redress any gender, racial or other imbalance highlighted from monitoring data.</li> <li>• Promoting awareness and understanding of EDI matters among staff and other parties through policies, training, guidance and campaigns.</li> <li>• Engaging with staff in respect of changes which may affect their employment.</li> <li>• Ensuring that staff and applicants are treated fairly and judged solely on merit and by reference to their skills and abilities.</li> <li>• Raising awareness of our policies and commitment to EDI with external suppliers and partners and encouraging them to follow similar good practice.</li> <li>• Ensuring that the Club facilities are, as far as reasonably possible, welcoming and accessible to all.</li> <li>• Making sure reasonable adjustments are made, as appropriate, to enable staff with disabilities or additional needs to overcome barriers to working.</li> <li>• Ensure compliance with employment and equal opportunity legislation and regulation.</li> <li>• Ensuring staff and other parties are provided with appropriate tools so that they feel confident to discuss EDI issues and raise any concerns.</li> <li>• Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant the Club policy and taking action where necessary.</li> </ul>
<p><b>Responsibilities</b></p>	<p>Everybody working for or connected with the Club has a responsibility to promote EDI. The Head of Business Operations and Human Resources has ultimate responsibility for ensuring that this policy is fully implemented. The Equality Champion is responsible for leading the implementation of the Club strategy in relation to EDI.</p>
<p><b>Implementation, Monitoring &amp; Review</b></p>	<p>This policy will be implemented through an EDI Working Group. Progress against actions and objectives will also be reported to the Senior Management Team on a regular basis.</p>

<b>Training</b>	All staff are required to take part in EDI training appropriate to their role with new staff required to take EDI training as part of their induction.
<b>Complaints Procedures related to Equality, Diversity and Inclusion</b>	<p>The Club expects all members of its staff and wider community to treat others equitably, with dignity and respect. Anyone who believes they have been discriminated against, harassed or bullied has the right to make a complaint free from victimisation or fear of retaliation.</p> <p>Please refer to the staff policies for the appropriate procedure to follow.</p>
<b>Effective Date</b>	<b>April, 2022</b>
<b>Approved by</b>	<b>Peter Ridsdale, Owner's Representative and Executive Director – 27<sup>th</sup> April 2022</b>
<b>Review Date</b>	<b>April, 2023</b>