



NEWCASTLE UNITED

# Equality Policy

Lucy Oliver  
Head of Inclusion



# Equality Policy

## **Foreword**

Newcastle United Football Club Limited, and its group, are fully committed to creating and upholding a culture of equality, diversity and inclusion. We believe that every person who engages with our Club has a right to be treated fairly, with dignity and respect, irrespective of their personal characteristics.

Creating a culture of, and reputation for, equality requires a collaborative approach: every single person involved with the Club – including players, supporters, employees, contractors, volunteers, corporate partners, guests and suppliers – are expected to share this commitment and to act in accordance with it, and with our Equality Policy.

Newcastle United is committed to adopting a zero-tolerance approach to discrimination and uphold our Policy in its entirety. We expect anyone employed, associated or involved with the Club to report any concerns should they have any reason to believe it has been breached in any way. I personally commit that all suspicions, reports and/or allegations of poor practices which it is believed breaches our Equality Policy will be taken very seriously and investigated fully, involving appropriate external agencies or authorities where necessary.

To reinforce Newcastle United's commitment towards equality, the Club has a dedicated Inclusion Team who, with the full support of the Club, will ensure the principles of our Equality Policy are upheld and embedded within our day to day operations and activities. The team will be responsible for handling, in the first instance, any reported incidents of inequality or discrimination and proactively work to improve the diversity of our Club.

We will continue to monitor and measure progress towards creating a truly inclusive environment for everyone involved with the Club, not only to ensure we fully meet our responsibilities in line with prevailing legislation but to ensure we create the kind of culture and environment we believe will help us become role models in our field. This will help us attract and retain the right players, supporters, employees, contractors, corporate partners and suppliers, protecting and promoting our world-class reputation as a leader in football.

Our Equality Policy will be reviewed annually, or more frequently if it's considered necessary to do so. For now, please take the time to read it to ensure you are fully aware of it and able to comply with it.

Signed on behalf of Newcastle United Football Club and its group,

Lee Charnley  
Managing Director  
January 2019





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## Equality statement

Newcastle United Football Company Limited and its group ('the Club') and Newcastle United Foundation ('the Foundation') endorse the principles of equality, diversity and inclusion. The Club and Foundation will strive to ensure that everyone who wishes to be involved, whether as players, supporters, employees, Trustees, participants, suppliers or corporate partners:

- Have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation; and
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their engagement with the Club and/or Foundation without the threat of intimidation, victimisation, harassment, bullying or abuse.

## Legal obligations

The Club and Foundation are committed to avoiding and eliminating unfair discrimination of any kind and will not, under any circumstances, condone unlawful discriminatory practices.

Under the Equality Act 2010 the protected characteristics are defined as;

<b>Characteristic</b>	<b>Definition</b>
Age	A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of





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	belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

*\*Definitions taken from the Equality & Human Right Commission.*

Under the Equality Act 2010, individuals are protected by law from discrimination 'on the grounds of' having one or more of these characteristics<sup>1</sup>, being assumed to have one or more, associating with someone who has one or more or being with someone who is assumed to have one or more.

There are different forms of discrimination that a person may experience. These include:

Type	Definition
Direct discrimination	Direct discrimination can be described as less favourable treatment on the grounds of one 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 particular characteristic at a particular disadvantage compared with other persons.
Discrimination arising from disability	It is unlawful if a disabled person is treated unfavourably because of something connected with their disability & such unfavourable treatment cannot be justified.
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.

The Club and Foundation will not tolerate the discrimination of any individual or group and any such behaviour will be met with appropriate action in whatever context it occurs.

<sup>1</sup> 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 own pregnancy.





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## **Positive action**

As well as complying with prevailing legislation, the Club and Foundation are committed to promoting equality by taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate or engage with the Club and/or Foundation equally and fully.

The Club and Foundation will therefore seek to institute, support or contribute to appropriate measures and/or initiatives which enable access to the Club and/or Foundation, as well as require participation in associated activities by people from any group that is under-represented or has difficulty accessing the Club and/or Foundation.

## **Implementation**

The following steps will be taken to publicise this policy and promote equality in the Club and Foundation:

- A copy of this document will be published on the Club and Foundation websites and internal communications system.
- The Business Operations Strategy Group (Club) and Board of Trustees (Foundation) will take overall accountability for ensuring that the Equality Policy is promoted among appropriate internal and external stakeholders, understood and implemented fully.
- The Business Operations Strategy Group (Club) and Board of Trustees (Foundation) will take full account of the Equality Policy in arriving at all decisions in relation to activities.
- The Club and Foundation will implement regular audits, surveys and other initiatives designed to assess the level of participation of different sections of the community and will take account of the findings in developing measures to promote and enhance equality, diversity and inclusion.
- The Club and Foundation will provide access to a rolling programme of training for all of its players, supporters, employees, Trustees, participants and other people engaged with the Club or Foundation's activities to raise awareness of both collective and individual responsibilities.
- It will be a condition of working with the Club and Foundation that direct suppliers:
  - Commit to act in accordance with this Equality Policy; and
  - Support such measures and initiatives that the Club and/or Foundation may institute or take part in to advance the aims of this Equality Policy.

## **Responsibility, Monitoring and Evaluation**

The Business Operations Strategy Group (Club) and Board of Trustees (Foundation) will be accountable for ensuring the implementation of this policy.





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The Head of Inclusion will be responsible for the day-to-day implementation of equality, diversity and inclusion across the Club and Foundation. However, overall responsibility is with the Managing Director (Club) and Head of Foundation (Foundation).

The Managing Director (Club) and Head of Foundation (Foundation) will review all activities, measures and initiatives against the aims of the policy and will report formally on this issue to the Business Operations Strategy Group (Club) and Board of Trustees (Foundation) annually.

The Business Operations Strategy Group (Club) and Board of Trustees (Foundation) will review the policy annually, (or when necessary due to changes in legislation) in line with the policy review process.

## **Complaints and compliance**

The Club and Foundation consider all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Legal Obligations section of this policy as unacceptable, and is concerned with ensuring individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any player, supporter, employee, Trustee, participant and other people engaged with the Club's activities who violate this Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a player, supporter, employee, Trustee, participant or other people engaged with the Club or Foundation activities should, in the first instance, complain to that person. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against the Club or Foundation itself, the person may raise the matter by contacting:

Lucy Oliver – Head of Inclusion

Email: [Lucy.Oliver@nufc.co.uk](mailto:Lucy.Oliver@nufc.co.uk)

Phone: 07990022248 or +44 (0)191 201 8715

Post: Newcastle United Football Club, St. James' Park, Newcastle upon Tyne, NE1 4ST

Text (Anonymou): Text 'help' plus details of the incident to 60070

The Head of Inclusion will work with the Managing Director (Club) and/or Head of Foundation (Foundation) to investigate the complaint. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person against whom a complaint has been made will be informed of what is alleged and be given the opportunity to present their perspective of the matter.

The parties in question will be notified of the outcome of the investigation, in writing, and the outcomes will be reported to the Business Operations Strategy Group (Club) and/or Board of Trustees (Foundation). If the investigation reveals unacceptable discriminatory





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behaviour on the part of a person or organisation the Club and/or Foundation may impose sanctions on that person or organisation in line with its policies. Sanctions may range from a written reminder concerning future conduct extending to temporary or permanent expulsion from Club and/or Foundation activities. In deciding what sanction is appropriate in a particular case the Business Operations Strategy Group (Club) or Board of Trustees (Foundation) will consider the severity of the matter and take into account any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with the Club or Foundation is subject to allegations of unlawful discrimination in a court or tribunal, the Business Operations Strategy Group (Club) and Board of Trustees (Foundation) will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.



