

## **Equality and diversity policy**

### **Introduction**

St Johnstone Football Club are an equal opportunities employer endorses the principle of Equality and is committed to ensuring that everyone who wishes to be involved with St Johnstone Football Club regardless of their role, current or potential should feel welcome and safe regardless of age, gender, ethnicity, race, faith, disability or sexual orientation or any other equality characteristic.

We are committed to equality of opportunity and to providing a service following practices which are free from unfair and unlawful discrimination except where specific situations or conditions properly or reasonably prevent this.

The aim of this policy is to ensure that no one receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles, and circumstances. All employees and volunteers are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored, and policies and practices are amended if necessary, to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct, or indirect, overt, or latent exists.

This policy applies to all current and potential employees, workers, Directors, consultants, agents, sub-contractors, volunteers, and any other person providing services on behalf of St Johnstone Football Club

The Board of Directors have the responsibility for implementing and monitoring the Equality and diversity policy and, as part of this process, all policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

All employees, workers, or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Club.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Club as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Club.

### **Our commitment as an employer**

St Johnstone Football Club is committed to:

- creating an environment in which individual differences and the contributions of our staff are recognised and valued.
- entitling every employee, worker or self-employed contractor to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- providing clear guidance on our commitment to equality
- ensure training, development, and progression opportunities to all staff.
- understanding equality in the workplace is good management practice and makes sound business sense.
- reviewing all our employment practices and procedures to ensure fairness.

### **Our commitment as a service provider**

The Club is committed to:

- providing services to which all users are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation, offending past, caring responsibilities or social class.
- making sure our services are delivered equally and meet the diverse needs of our service users and clients by assessing and meeting the diverse needs of our clients.
- fully supporting this policy by senior management and ensuring agreement has been reached with employee representatives.
- selecting those for employment, promotion, training, or any other benefit purely based on aptitude and ability.
- monitoring and reviewing this policy annually
- having clear procedures that enable our users, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated.
- treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings.
- encouraging all staff to come forward with any issues they need Club assistance and understanding with, no matter their background, identity, or circumstances, such as if they are victims of domestic abuse or have caring commitments.

### **Equal opportunity policy statements**

#### **Age**

We will:

- ensure that people of all ages are treated with respect and dignity.
- ensure that people of working age are given equal access to our employment, training, development, and promotion opportunities and
- challenge discriminatory assumptions about younger and older people.

#### **Disability**

We will:

- provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities.
- challenge discriminatory assumptions about disabled people and
- seek to continue to improve access to information by ensuring availability of loop systems, alternative formatting, and sign language interpretation.

**Race**

We will:

- challenge racism wherever it occurs.
- respond swiftly and sensitively to racist incidents and
- actively promote race equality in the Club.

**Sex**

We will:

- challenge discriminatory assumptions about women and men.
- take positive action to redress the negative effects of discrimination against women and men.
- offer equal access for women and men to representation, services, employment, training and pay and encourage other organisations to do the same.

**Gender reassignment**

We will:

- provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.
- prohibit and respond to all instances of discrimination, both from colleagues and externally.

**Sexual orientation**

We will:

- ensure that we take account of the needs of lesbians, gay men, and bisexuals and
- promote positive images of lesbians, gay men, and bisexuals.

**Religion or belief**

We will:

- ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible and
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

**Pregnancy or maternity**

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity.
- challenge discriminatory assumptions about the pregnancy or maternity of our employees and
- ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity.

**Marriage or civil partnership**

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership.
- challenge discriminatory assumptions about the marriage or civil partnership of our employees and

- ensure that no individual is disadvantaged and that we take account the needs of our employees' marriage or civil partnership.

**Ex-offenders**

We will prevent discrimination against our employees regardless of their offending background (except where there is a known risk to children or vulnerable adults).

**Equal pay**

We will ensure that all employees, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

**Unconscious bias**

The Club recognises the dangers of unconscious bias arising at work, which is where an opinion is formed on an individual by a manager or colleague without them necessarily being aware, they have formed it.

There are many different forms of unconscious bias, ranging from an affinity towards those of a similar background to placing too much significance on what has been identified as a negative trait.

The Club will work against forms of unconscious bias in all decisions taken for employment, including recruitment, promotion, and training opportunities, with a focus on promoting diversity and inclusion.

In particular, the Club will implement the following:

- Maintaining a diverse panel to make decisions.
- Referring to specific job criteria when making recruitment decisions
- Making decisions collectively between HR and management.