

**LEICESTER CITY SUPPORTERS SOCIETY LIMITED
(THE FOXES TRUST)**

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Introduction

- 1.1. This document is drafted in accordance with the existing Rules of Leicester City Supporters Society Limited. The Society is committed to the values of equality, diversity and inclusion in our organisation and among our Members.

2. Definitions

- 2.1 "Society" means Leicester City Supporters' Society Limited (also known as The Foxes Trust).
- 2.2 "Member(s)" means a member(s) of the Society.
- 2.3 "The Society Board" means all those persons appointed to perform the duties of Directors of the Society
- 2.4 "Society Board Member(s)" means an elected or Co-opted Member(s) of the Society Board.
- 2.5 "Policy" means the terms and conditions laid out in this document.
- 2.6 "Secretary" means the Secretary of the Society.
- 2.7 "Rules" means the rules and regulations of the Society laid out in the separate Rules document.

3. Background

The Society recognises that:

- the UK is a society that is diverse in race, culture, beliefs and lifestyles
- there are individuals and groups of people who are discriminated against in this society
- in some cases, legislation has been lacking and that where such legislation does exist, it has not ended this discrimination
- the safeguarding of adults, children and young people is the responsibility of all in society, including its Members.

4. Implementation

The Society commits to:

- 4.1 Adherence to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and



ethnic or national origin), religion or belief, sex and sexual orientation.

- 4.2 Encouraging equality, diversity and inclusion in everything we do.
- 4.3 Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- 4.4 Recognising and valuing individual differences and contributions.
- 4.5 Opposing and avoiding all forms of unlawful discrimination.
- 4.6 Safeguarding any Members, defined by The Children Act 1989 as 'a child' (under 18 years), involved in Society events or receiving Society communications, with measures set out in *Working Together to Safeguard Children 2018*.

5. **Actions**

- 5.1 The Society shall immediately address issues and complaints about discrimination or a breach of this Policy.
- 5.2 The Society shall investigate fairly any breaches of this Policy, whereby any Members subsequently found in breach of the Policy shall be subject to proceedings as stated in the Disciplinary Policy.
- 5.3 The Society shall report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.
- 5.4 The Society shall monitor and review this Policy and any required practice, taking necessary action or organising training, to ensure that equal opportunities and safeguarding are an integral and active part of everything the Society does.

