



The Citizens Trust Equality, Diversity and Inclusion Policy

Introduction

The Citizens' Trust is committed to promoting equality, diversity and inclusion in all its activities. Given the unique relationship we have with the club and within the football community, we have a responsibility to set and apply the high standards and values expected within the game. We believe that diversity enriches our community and strengthens our Trust, and are dedicated to upholding these principles in everything we do.

This policy outlines our commitment to fostering an inclusive environment for all members and stakeholders. Our aim is to ensure that every Trust member feels welcome, valued and able to contribute to the work of the Trust. The Citizens' Trust commits to:

- Creating a welcoming and inclusive environment for all members
- Challenging and eliminating discriminatory practices and behaviours
- Providing equal opportunities for participation and involvement to all members taking into account legislation around the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and irrespective of social class.
- Ensuring that all our policies and practices reflect our commitment to equality, diversity and inclusion

Purpose

The purpose of this policy is to:

- Promote equality, diversity and inclusion within the Citizens' Trust
- Prevent and address discrimination, harassment, and victimization
- Encourage participation from underrepresented groups
- Ensure that our practices are fair, transparent and inclusive

Scope

This policy applies to all members, volunteers, board members, and any other individuals involved in the activities of the Citizens' Trust. It covers:

- Membership and participation
- Events and activities
- Communications and marketing
- Partnerships and collaborations

Legal Framework

The Citizens' Trust complies with relevant equality and diversity legislation, including but not limited to:

- The Equality Act 2010
- The Human Rights Act 1998
- The Protection from Harassment Act 1997

Preventing and Addressing Discrimination

The Citizens' Trust will not tolerate any form of discrimination, harassment, or victimization. We commit to:

- Take all complaints of discrimination seriously and the board will investigate them promptly
- Provide support to any Trust member who experiences discrimination in their engagement with the Trust or other Trust members
- Take appropriate action against any individuals who engage in discriminatory behaviour, which may result in loss of membership rights. In these circumstances membership fees will NOT be reimbursed.

Responsibilities

All members, volunteers, and board members of the Citizens' Trust have a responsibility to:

- Promote and uphold the principles of equality, diversity and inclusion
- Challenge discriminatory practices and behaviours
- Participate in training and awareness-raising activities as appropriate
- Report any incidents of discrimination to the appropriate authorities

The Board of the Citizens' Trust has a responsibility to:

- Ensure that this policy is implemented and adhered to
- Review and update the policy at least annually to ensure it remains effective and responsive to any legislative changes
- Provide leadership and support in promoting equality, diversity and inclusion within the Trust
- Encourage and support the involvement of underrepresented groups in Trust activities and membership
- Monitor and evaluate our progress in promoting equality, diversity and inclusion through analysis of our membership and through our annual survey.¹

¹ V1. For review by 19/02/2027