



Diversity and Social Inclusion Policy

Policy Number	
Policy Owner	Chief Operating Officer
Version	1.3
Last Review Date	24th August 2020
Next Review Date	1st September 2022
Date of Approval	9th September 2020

This document has been reviewed for:

Compliance with Legislation	✓
Equality Impact Assessment	✓
Health and Safety	✓
Risk Management	✓

1. POLICY STATEMENT

- 1.1 This Diversity and Social Inclusion Policy is compliant with the requirements and principles of The Equality Act 2010, particularly in respect of Part 7, dealing with 'associations' and membership.
- 1.2 This Policy is also compliant with the Football League Code of Practice in respect of Inclusion and Anti-Discrimination, and the values and expectations of the three levels of the Premier League Equality Standard.
- 1.3 It also complements, and operates in conjunction with, Information Sharing Agreements held between Middlesbrough Football Club and the Police, Football Authorities and other Football Clubs and relevant venues.
- 1.4 This Policy must be applied fairly, equally, and consistently to all persons, irrespective of age, disability, sex, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation (known collectively as the protected characteristics), or any other unjustifiable grounds.
- 1.5 This policy is applicable to all employees of Middlesbrough Football Club, together with volunteers, and all other persons who are involved in a professional or commercial relationship with the Club.



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2. PURPOSE

- 2.1 Middlesbrough Football Club requires a clear and widely-publicised demonstration of its commitment to eliminate all forms of discrimination.
- 2.2 This policy sets out Middlesbrough Football Club's commitment towards Diversity and Social Inclusion.

3. UNDERPINNING PRINCIPLES

- 3.1 Middlesbrough Football Club is an equal opportunities Club and will not tolerate any form of discriminatory conduct, words or behaviour.
- 3.2 Equality of opportunity at Middlesbrough Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on grounds of age, disability, sex, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation.
- 3.3 Our commitment is to confront and eliminate all such forms of discrimination.
- 3.4 The Club has published this policy, and a Statement of Commitment in respect of Diversity and Social Inclusion, on the Club website.
- 3.5 The Club will influence principal partners and key suppliers by sharing its commitment to promote equality and offering support by sharing best practices.
- 3.6 Middlesbrough Football Club has a proud tradition of being utterly opposed to any manifestation of discrimination in print, by actions or verbally, both on or off the pitch.
- 3.7 Middlesbrough Football Club will not tolerate sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it might occur.
- 3.8 Middlesbrough Football Club is committed to the development of programmes for ongoing training, awareness-raising events and activities aimed at promoting the eradication of discrimination within its own organisation, and also within the wider community by using its elevated profile and status within the local community.



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- 3.9 The Club also operates in partnership with Cleveland Police in respect of all aspects of crowd management and behaviour at the Riverside Stadium - and the prevention of, or response to, discriminatory behaviour and/or abuse is constantly addressed.
- 3.10 The Club aims to engage, and develop long-lasting and mutually productive relationships with under-represented and disadvantaged groups through the work of the MFC Foundation, an independent football charity. The MFC Foundation uses the MFC brand to raise aspirations, build stronger communities and change lives by actively seeking out and engaging such individuals and groups.

4. COMPLAINTS

- 4.1 Where a person has reason to complain to the Club about discriminatory treatment or behaviour, the matter will be responded to and investigated in accordance with the Customer Charter. Middlesbrough Football Club can be contacted at supporters@mfc.co.uk (Tel: 01642 757640).
- 4.2 Alternatively, contact can also be made with **Kick It Out** (Tel: 0800 169 9414) or **The Football Association** (Tel: 0800 085 0508).
- 4.3 A swifter intervention appropriate to the circumstances will be implemented on a matchday in order to take advantage of all parties being present on the Club site along with 'live' CCTV support. This can be initiated through direct contact with an MFC steward or via use of the Kick it Out Reporting Tool that can be found in the MFC Official App or via the **KIO Website**.
- 4.4 Outside a matchday, a more considered and methodical approach will be adopted, as any such investigation will require some degree of detailed research, evidence - gathering and subsequent correspondence. Hence, timescales to complete the Club's response may be significantly greater, but any investigation will always be completed as swiftly as possible in order to maintain confidence in the complaint process.
- 4.5 At the culmination of any such investigation, information may be forwarded to Cleveland Police for their attention if it is considered relevant and in furtherance of each organisation's desire to promptly and effectively tackle discriminatory behaviour.
- 4.6 Any internal Club complaint should be reported to the complainant's line manager and will be investigated in accordance with the Club's existing HR policies.



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- 4.7 The complainant's identity will be protected using the Club's internal complaints and discipline procedure. Support may include the allocation of a Club Liaison Officer, to provide a single point of contact for updates and advice for both the duration of the investigation and an appropriate period beyond its conclusion

5. VERSION CONTROL

- 5.1 This policy will be reviewed and updated at least every two years by the owner, and more frequently if necessary.
- 5.2 The Chief Operating Officer (C.O.O) will ensure this document is available to all Club staff.
- 5.3 The following identifies all version changes.

Version	Date	Reason for Update	Author
0.1	20.6.14	Policy Adoption Process Draft 1	Gary Stephenson
0.2	14.8.14	Policy Adoption Process Draft 2	Gary Stephenson
0.3	11.9.14	Policy Adoption Process Draft 3	Gary Stephenson
0.4	18.11.14	Policy Adoption Process Draft 4	Gary Stephenson
0.5	12.1.15	Policy Adoption Process Draft 5	Gary Stephenson
0.6	14.1.15	Policy Adoption Process Draft 6	Gary Stephenson
0.7	6.2.15	Policy Adoption Process Draft 7	Gary Stephenson
1.0	10.2.15	Agreed Version by C.O.O.	Gary Stephenson
1.1	11.9.15	Amendment to Policy Title	Gary Stephenson
1.2	19.10.15	Minor additions to content.	Gary Stephenson
1.3	11.7.17	Updated Telephone Numbers	Gary Stephenson
1.4	30.8.17	Updated Web Links	Mark Ellis