



February 2022

## Equality Diversity and Inclusion Policy

This policy sets out how Brentford FC Community Sports Trust will;

- Protect staff and participants from any form of discrimination in the workplace or on programmes
- Appropriately deal with incidents in contravention of this
- Create a safe and inclusive environment for all staff and service users
- Enable all to succeed

Key definitions

- Equality: we treat everyone fairly and provide equal opportunities.
- Diversity: we value the differences between individuals and the experiences and perspectives they bring.
- Inclusion: Everyone is welcome and will be supported to succeed.

At Brentford Football Club Community Sports Trust (BFCCST) we actively promote Equality, Diversity and Inclusion in our behavior, practices, and core values. We treat everyone fairly and with respect and are committed to ensuring staff and participants feel valued, welcome and supported. BFCCST activities and programmes are for everyone and bring our community together in a collaborative and cohesive way. We are proud of our inclusive culture and strive to make people feel as though they can bring their authentic selves to work and to our programmes without fear of discrimination, judgement, bullying, or harm (MHFA).

In partnership with [Brentford FC](#), BFCCST are proud to support and represent every part of our diverse community, through projects, programmes, our workforce and our supporters.

### Our Approach

- We have zero-tolerance towards discriminatory language or behavior of any kind on our programmes and in our places of work
- We expect our staff and participants to behave towards others in a manner consistent with principles of fairness and respect and in line with our values.
- Hateful behavior based on any form of discrimination is wholly unacceptable.
- Anyone behaving in a manner that conflicts with our clearly stated values is not welcome within our organisation





### We commit to

- Promote and enable equality, diversity and inclusion in the workplace and on all programmes and activity
- Engage with and drive initiatives using a diverse steering group of employees from all levels of the trust
- Take seriously complaints of discrimination by employees, participants and the public including formal action under our policies where appropriate
- Review employment practices and procedures when necessary to ensure fairness and inclusivity
- Monitor the make-up of the workforce and participants regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability and use this information to drive fair representation and increased inclusivity.
- Provide fair and equal opportunities for training and development for all staff
- Ensure reasonable adjustments are made for any employee or participants with access requirements or additional support or needs.

### Reporting discriminatory practices

Any behavior that contravenes this policy should be reported using any of the following reporting mechanisms. We will treat the matter seriously and sensitively and will thoroughly investigate incidents reported to us.

**Staff:** Report to your line manager or Sam Meakin (HR Business Partner)

[smeakin@brentfordfcst.com](mailto:smeakin@brentfordfcst.com)

Staff may also use the digital form [linked here](#), this will be accessed by the EDI Lead.

**Participants:** Report to the coach leading the session

**Parents:** Report to the coach leading the session

If for any reason you are unable to report the incident directly to the coach please contact Hannah Barnett, EDI Lead, [hbarnett@brentfordfcst.com](mailto:hbarnett@brentfordfcst.com) who will deal with the matter.

This Policy is fully supported by Chief Executive Lee Doyle and EDI Trustee Anita Ralli

To be reviewed January 2023

