



Bloomsbury Football Foundation

Equality, Diversity and Inclusion Policy

Created: January 2025

Effective date: February 2025

Revised by: Head of Safeguarding and Governance

Next review date: February 2026

1. Introduction

Bloomsbury Football Foundation ('BFF', 'we' or 'us') is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Our aim is to ensure we build a workforce that gives us the best chance of achieving the objects of the charity and for each employee to feel respected and able to contribute to the best of their abilities.

Bloomsbury Football Foundation – in providing football and futsal services – is also committed against the unlawful discrimination of those we engage with and the public.

2. Purpose

This policy's purpose is to:

- 2.1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time, full-time, or voluntary
- 2.2. Set out BFF's policy on not unlawfully discriminating because of the Equality Act 2010 protected characteristics of:
 - a) Age
 - b) Disability
 - c) Gender reassignment
 - d) Marriage and Civil Partnership
 - e) Pregnancy and Maternity
 - f) Race (including colour, nationality, and ethnic or national origin)
 - g) Religion or belief
 - h) Sex
 - i) Sexual orientation
- 2.3. Set out BFF's policy on opposing and avoiding all forms of unlawful discrimination. This includes in:
 - a) Pay and benefits
 - b) Terms and conditions of employment
 - c) Dealing with grievances and discipline
 - d) Redundancy
 - e) Leave for parents
 - f) Requests for flexible working
 - g) Selection for employment, promotion, training or other development opportunities

3. Our Commitments

Bloomsbury Football Foundation commits to:

- 3.1. Encourage equality, diversity and inclusion in the workplace as they are good practice and support us in achieving our organisational goals.
- 3.2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
 - a) This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy, Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
 - b) All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employee, against fellow employees, members, suppliers and the public.
- 3.3. Take complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, suppliers, visitors, the public and any others in the course of BFF's work activities.
 - a) Such acts will be dealt with as misconduct under our grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
 - b) Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment related to a protected characteristic – is a criminal offence.
- 3.4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- 3.5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- 3.6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- 3.7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
 - a) Monitoring will also include assessing how the equality, diversity and inclusion policy, and the supporting action plan, are working in practice, reviewing them annually, and considering them within the context of our strategic goals.

4. Agreement To Follow This Policy

- 4.1. The equality, diversity and inclusion policy is fully supported by the Board of Trustees, senior management, and has been agreed to by all staff.

5. Our Disciplinary and Grievance Procedures

- 5.1. Details of BFF's grievance and disciplinary policies and procedures can be found in the Employee Handbook, accessible through Bamboo. This includes with whom an employee should raise a grievance.
- 5.2. Use of BFF's grievance or discrimination procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

This policy will be reviewed annually by the Head of Safeguarding and Governance, the Head of People and the Board EDI Representative to ensure it remains relevant and effective. Feedback staff and members will be actively sought and incorporated.

For questions or further information, please contact: safeguarding@bloombsburyfootball.com



Peter Marment (Wed, 19th Feb 2025 17:18:14 GMT)

19 Feb 2025

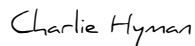
Peter Marment
Head of Safeguarding and Governance



Lydia Miles (Wed, 19th Feb 2025 17:25:31 GMT)

19 Feb 2025

Lydia Miles
Head of People



Charlie Hyman (Wed, 19th Feb 2025 17:26:56 GMT)

19 Feb 2025

Charlie Hyman
CEO



Murad Ahmed (Thu, 20th Feb 2025 8:17:04 GMT)

20 Feb 2025

Murad Ahmed
Board EDI Representative