



Equality, Diversity & Inclusion

Luton Town Football Club

Approved by: Club Board

Version: v.1.2

Issue date: November 2023

Next review in November 2024

Authorised by:

Jenn Smith, HR Manager

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1. Underlying Principle

At Luton Town Football Club, we consider equality, diversity, and inclusion (EDI) to be the cornerstone of our identity and a driving force behind our commitment to progress.

We understand that the diverse make up of our workforce, fan base, and community is a source of strength, innovation, and growth. Our core Club values dictate that every individual should be treated with dignity, fairness, and respect, irrespective of their background.

We are committed to creating an environment where everyone can flourish and reach their full potential, free from bias and prejudice.

This policy outlines our commitment to promoting EDI in all that we do.

Our commitment to EDI is to:

- Promote inclusivity for all staff, partners, and the communities we serve.
- Ensure accessible opportunities for everyone.
- Foster continuous improvement, learning, and sharing best practices.
- Strive for the elimination of discrimination and harassment.
- Actively promote equality in all our actions and communications.
- Recognise and value individual differences and contributions.
- Uphold a working environment that promotes dignity and respect for all, with zero tolerance for intimidation, bullying, or harassment.
- Provide training, development, and advancement opportunities for all.
- Regularly review employment practices to prevent unfavourable treatment.
- Address equality policy breaches with seriousness and appropriate action.
- Provide information and training to employees on EDI issues and responsibilities.
- Ensure full implementation of our Equality, Diversity & Inclusion policy.
- Conduct annual policy monitoring and review.
- The Club is committed to respecting and enabling the best contributions from everyone, regardless of their identity or role.

2. Leadership and Management

The Club's Board takes full responsibility for advancing equality, diversity, and inclusion by setting an example, reviewing progress, and taking necessary actions. All managers and staff, at every level, must demonstrate their dedication to promoting EDI and

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assume personal responsibility for treating all individuals with respect, fairness, and without bias, while also encouraging the same behaviour among colleagues, by;

- Addressing unacceptable behaviours and create a safe environment for raising concerns.
- Taking decisive action against unfairness or inconsistency.
- Supporting diversity and inclusion within their teams.
- Promoting considerate and fair conduct.
- Respecting and value individual skills and contributions.
- Understanding diversity's integral role in achieving business goals.
- Cultivating an environment for sharing best practices, celebrating success, and fostering positive attitudes toward diversity.

3. Equality and Non-Discrimination

Discrimination in recruitment or employment based on age, disability, sex, gender identity, pregnancy, race, sexual orientation, religion, marital status, working patterns, or trade union membership is illegal under the Equality Act 2010

We firmly believe that employment opportunities within our club should be based on merit and qualifications. We are committed to providing equal opportunities for all individuals who seek to join our workforce, irrespective of their race, ethnicity, nationality, gender, gender identity, sexual orientation, religion, disability, or any other personal characteristic.

Our recruitment, hiring, and promotion decisions are made through a fair and unbiased process that emphasises skills, experience, and competencies, ensuring that all employees have the opportunity to excel in their roles.

4. Diversity and Inclusion

We understand that a diverse workforce is an asset, enriching our club by bringing together individuals with diverse perspectives, experiences, and backgrounds. We actively advocate for diversity at every level of our club, from the boardroom to the pitch, mirroring the diversity of our local community and fan base.

Our commitment to diversity and inclusion is evident in our hiring practices, community engagement, and promotional efforts. We aspire to be an inclusive and welcoming club for all, fostering a sense of belonging and unity among our fans and employees.

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5. Accessibility

We are dedicated to providing reasonable accommodations to employees and fans to ensure their full participation and enjoyment of our club's activities.

While we acknowledge our limitations regarding our home ground and facilities, we are committed to making our facilities, events, and programs as accessible as possible to everyone, including individuals with disabilities. Ensuring accessibility remains a top priority in our club's future plans.

6. Education and Awareness

Regular training and awareness programs will be provided to employees, players, and stakeholders to promote understanding and sensitivity towards diversity and inclusion. We invest in ongoing training and awareness programs to ensure that all employees and players are well-informed and sensitive to issues related to diversity and inclusion.

We value education and training as a means to foster understanding and empathy and encourage open dialogue and the sharing of experiences among our staff and players, cultivating mutual respect and appreciation for differences.

7. Inclusive Environment

Our aspiration is to create an inclusive environment where every individual feels valued, respected, and heard. We firmly believe that a diverse workplace nurtures creativity, innovation, and growth, and we encourage employees and players to share their unique perspectives and ideas, contributing to our club's continued success.

We actively encourage employees and players to share their diverse perspectives, experiences, and ideas.

8. Data Monitoring

We conduct annual data collection to monitor equality and diversity. Participation is voluntary, with new joiners given the option to opt out. Data is securely stored and used to inform our diversity initiatives. Compliance, training, and periodic reviews ensure alignment with legal requirements and our commitment to fostering an inclusive workplace.

9. Reporting and Complaints

Any incidents or suspicions of discrimination, harassment, or unfair treatment based on protected characteristics outlined in our Equal Diversity and Inclusion (EDI) policy, must be reported promptly. This includes incidents that are online, either via a post or direct message.

Reports can be made through designated channels, whether you are an employee, fan or visitor to our club. The club will take all incidents of discrimination, or unwanted with the upmost seriousness.

Every reported incident will be treated with the utmost seriousness and investigated promptly, with appropriate action taken to address and prevent any reoccurrence.

It is everyone's responsibility to challenge behaviours that go against our values as a club.

Employees – both Club & match day Players	Speak to your Line Manager, Human Resources Department, or email myvoice@lutontown.co.uk
Anyone else (fans, visitors, members of the public)	Email myvoice@lutontown.co.uk

10. Review and Improvement

This policy is a living document and will be regularly reviewed and updated to ensure its continued effectiveness in promoting equality, diversity, and inclusion within the club.

We believe in setting specific, measurable goals to continually improve our EDI efforts, and we are committed to transparently reporting our progress to our fans, stakeholders, and the public.

11. Conclusion

Luton Town FC is dedicated to promoting equality, diversity, and inclusion in all aspects of our operations. We believe that by embracing the richness of our differences, we can create a stronger, more vibrant club that reflects the diversity of our community and supports our fans, players, and employees.