



LEEDS UNITED FOOTBALL CLUB AND FOUNDATION EQUALITY POLICY

Leeds United FC and Leeds United Foundation (Leeds United) endorse the principle of equality and will strive to ensure that everyone who wishes to be involved in the club whether as players, fans, staff, Board members, participants and other people engaged in the club's activities

- Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation; and
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their engagement at the club without the threat of intimidation, victimisation, harassment, bullying and abuse

Aim

The aim of the Leeds United Equality Policy is to promote our own equality objectives and in doing so, help to ensure that everyone is treated fairly and with respect. All Leeds United representatives should abide and adhere to this Policy and to the requirements of the Equality Act 2010. In doing so, we are working towards being legally compliant in relation to equality legislation.

Leeds United's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnicity, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities. These are known as 'protected characteristics' under the Equality Act 2010.

This Policy is fully supported by the Board of Leeds United FC, Board of Leeds United Foundation.

Legal Obligations

Leeds United FC is committed to avoiding and eliminating discrimination of any kind in the Club and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to intimidation, harassment, victimisation,



bullying or abuse. Examples of the relevant legislation and the behaviours are given in Appendix 1.

Leeds United will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities. Every staff member, Board member, official, spectator, fan and visiting teams can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

Positive Action and Training

As well as complying with legislation, Clubs should be promoting EDI by taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Leeds United will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to the Club and Foundation, as well as requiring participation in associated activities by people from any group that is under-represented in the Club or Foundation, or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote EDI in Leeds United:

- A copy of this document will be published on Leeds United's website
- Leeds United Club and Foundation Boards will take overall accountability for ensuring that the policy is observed
- The Boards will take full account of the policy in arriving at all decisions in relation to the activities of Leeds United
- Leeds United will implement regular audits, surveys or other initiatives designed to assess the level of participation from diverse groups of people in the Club, including employed roles, and will take account of the findings in developing measures to promote and enhance EDI in the Club
- Leeds United will provide access to a rolling programme of training (for example, online, face-to-face, briefings) for all its players, match day fans, staff, participants, Board members and other people engaged with the Club's activities, to raise awareness of both collective and individual responsibilities
- It will be a condition of working with Leeds United that suppliers commit to act in accordance with this policy and support such measures and initiatives that Leeds United may institute or take part in to advance the aims of this policy



Responsibility, monitoring and evaluation

The Board will be accountable for ensuring the implementation of this policy. The CEO or equivalent will be responsible for the day-to-day implementation of EDI in the Club.

The CEO will review all Leeds United activities and initiatives against the aims of the policy and should report formally on this issue to the Board annually.

The CEO will review any measures or initiatives that Leeds United may institute or take part in to promote and enhance EDI in the Club and will report their findings annually to the Board.

The Board itself will review the policy every three years (or when necessary due to changes in legislation), in line with the policy review process.

The CEO of the Club is also a member of the Foundation Board as Trustee with responsibility for EDI.

Complaints and compliance

Leeds United regards all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix1 as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer, spectator or fan who is found, after a full investigation, to have violated the Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a player, match day fan, staff, Board member, participant in outreach programmes or other people engaged with the Club's activities should, in the first instance, complain to that person. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Leeds United itself, the person may raise the matter by writing directly to SLOcomplaints@leedsunited.com for the Club and Foundationenquiries@leedsunited.com for the Foundation.

Leeds United will investigate the complaint personally and appoint a person to do this. The investigation will be conducted impartially, confidentially and without avoidable delay. Any person against whom a complaint has been made will be informed of what is alleged and be given the opportunity to present their side of the matter. The parties in question will be notified of the outcome of the investigation, in writing, and reported to the Board. If the



investigation reveals unacceptable discriminatory behaviour on the part of a person or organisation, Leeds United may impose sanctions on that person or organisation in line with its policies. Sanctions may range from a written reminder concerning future conduct extending to temporary or permanent expulsion from Leeds United activities. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take into account any mitigating circumstances.

Where the violation of the EDI Policy by way of intimidation, harassment, victimisation, bullying or abuse amounts to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Leeds United is subject to allegations of unlawful discrimination in a court or tribunal, the Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Signed:
Angus Kinnear
CEO

Date:
16th November 2022



APPENDIX 1 – Relevant legislation and forms of unacceptable discrimination

Legal Rights

The Equality Act 2010 brings together over 116 separate pieces of legislation into one single Act.

The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. It provides Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a 'protected characteristic'. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.



Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

Hate crime The Police and the CPS have agreed the following definition for identifying and flagging hate crimes:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation; or transgender identity or perceived transgender identity."

Intimidation or harassment is a personalised form of anti-social behaviour, specifically aimed at particular individuals, which could be based on their protected characteristics. The Act defines anti-social behaviour as "conduct that has caused, or is likely to cause, harassment, alarm or distress to any person." Threats to kill, rape, serious violence, stalking and property damage, as well as intimidating behaviour that is face-to-face or by letter, telephone call or online are examples of intimidation that are all criminal offences.

Abuse As an employer or manager, there may be situations where verbal abuse, threats or name-calling (and harassment) at work could be a crime, for example, if an employee tells you they have been physically attacked, sexually assaulted, the victim of a hate crime, for example racist or homophobic abuse, or threatened with violence. Such incidents may be a criminal offence and should be reported to the Police and other relevant agencies.

Hostility There is no legal definition of hostility so the CPS uses the everyday understanding of the word which includes ill-will, spite, contempt, prejudice, unfriendliness, antagonism, resentment and dislike.

Incitement to hatred occurs when someone acts in a way that is threatening and intended to stir up hatred. That could be in words, pictures, videos, music, and includes information posted on websites.

Hate content may include:

- messages calling for violence against a specific person or group
- web pages that show pictures, videos or descriptions of violence against anyone due to their perceived differences
- chat forums where people ask other people to commit hate crimes against a specific person or group