



BURNLEY FC

HATE CRIME POLICY

Purpose and Scope

Burnley Football Club is committed to an effective and victim centred response to incidents of hate crime. The Club has a responsibility to protect employees, volunteers, contractors, supporters and other visitors from harm. Burnley Football Club will work with the Police and other relevant agencies to prevent and detect hate crime and protect people from harm.

This policy applies to all employees, volunteers, contractors, supporters and other visitors.

The primary message to be taken from this policy is that Burnley Football Club will not tolerate incidences of Hate Crime, encourages any victim or witness to report an incident, and will do everything possible to ensure that perpetrators are identified and reported to the Police.

This policy should be read in conjunction with:

- Bullying & Harassment Policy
- Code of Conduct
- Disciplinary Policy
- Equal Opportunities Policy
- Safeguarding Policy
- Whistle Blowing Policy

Hate Crime – Definition

The Police and the Crown Prosecution Service have agreed on the following definition for identifying and reporting hate crime:

"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."

Hate crimes can be committed in a wide variety of ways, examples of which include*:

- Verbal Abuse
- Threatening or abusive behaviour to any person
- Harassment
- Producing threatening, abusive or insulting messages by e.g. letter, poster, placard, graffiti or electronic communications
- Distributing and/or displaying threatening, abusive, or insulting leaflets, posters or electronic communications
- Physical assault
- Jokes/Banter
- Malicious communications
- Bullying

*This is not an exhaustive list.

Impact

Hate Crime can be directed at anyone. It can cause feelings of humiliation, embarrassment, and anger. Repeated episodes of Hate Crime can lead to severe distress, stress, ill-health, and fear. In extreme cases injury or death may be a result of Hate Crime.

Incidents, or a fear of being a victim of Hate Crime can stop people from taking part in everyday life, and affect individuals, families, groups and ultimately the whole community.

Club Commitment

All allegations of Hate Crime reported to Burnley Football Club will be thoroughly investigated, with the aim of identifying the perpetrator and reporting them to the Police and preventing the victim from suffering further.

In the event that the allegation is made against a member of staff, in addition to being reported to the Police, internal sanctions may lead to disciplinary action, a consequence of which may be summary dismissal.

Reporting Incidents

The reporting and recording of Hate Crime incidents is critical in enabling Burnley Football Club to understand the number and type of incidences, and to take action. Burnley Football Club also wants to ensure that victims and witnesses are supported, and that appropriate action is taken.

Matchday / Workplace

There are a number of ways to report acts of hate, abuse and discriminatory behaviour. We encourage reporting of these incidents regardless of whether you are the individual the incident was directed at, or you have seen or heard an incident taking place. Reports are made in confidence:

Staff reporting abuse from an external party: Communicate directly to their line manager.
Staff reporting abuse from staff: Communicate directly to HR and/or their line manager.
Contractors reporting abuse: Communicate directly to their on-site point of contact.

Matchday Reports

- Via the report line. Text 'report' to 80800.
- To a steward. We are committed to training our steward supervisors in dealing with these incidents.
- To a member of staff.
- Staff can report these issues via Halo, our incident reporting platform, on a matchday.

Social Media

We will block accounts that post hateful comments on our social media channels. Acts of Hate Crime will also be reported to the Police.

If a comment promoting hate is seen on a Club social media channel, then it should be reported to fanexperience@burnleyfc.com. If possible, the URL of the offensive post should be included in the report.

All reported incidences of alleged Hate Crime will be recorded on Burnley Football Club's reporting software.