



EQUALITIES STATEMENT

Notts County Football Club aims to ensure that all employees, workers, visitors, contractors and spectators enjoy the experience of either visiting, attending and being on site at Meadow Lane. The Club has a firm commitment to confronting and eliminating both direct and indirect discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities for all.

Notts County Football Club recognises its obligation under the Equality Act 2010 and The Code of Practice published by the Equality and Human Rights Commission and the European Commission for the elimination of discrimination on the grounds of the following protected characteristics:

Age; Disability; Gender reassignment; Race; Religion or belief; Sex; Sexual orientation, Marriage and civil partnership; Maternity and pregnancy

Notts County Football Club strives via all its activities, both football and not football related to not discriminate, or in any way treat anyone less favourably on the grounds of any of the above.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' the any of the above protected characteristics. This means everyone is protected if they have a characteristic, are assumed to have one or associate with someone who has or is assumed to have one. Forms of discrimination and discriminatory behaviour include the following;

Direct discrimination, Indirect discrimination, Discrimination arising from disability, Harassment, Victimisation

The Club's Equality Policy can be found on our website or by contacting the Designated Safeguarding & Equalities Officer. It is essential that you make yourself aware of the definitions of discrimination. An easy read version of this policy is also available on the website.

The Club commits to the immediate investigation of any claims of discrimination on the above grounds, brought to its attention and including putting into place appropriate measures and sanctions to ensure that such behaviour does not occur again.

Anyone wishing to raise a concern should do so either verbally or in writing to the Designated Safeguarding & Equalities Officer (DSO), Group HR Director or the Welfare Officer. The concern needs to be as specific as possible including any names, dates and locations where possible.

Individuals can also relay their concerns to The Equality Advisory Support Service (EASS) who provide information and advice on discrimination and human rights.

<http://www.equalityadvisoryservice.com/app/ask>

Telephone: 0808 800 0082. Textphone: 0808 800 0084