

EQUALITY AND DIVERSITY POLICY

Our vision for equality and diversity is of CPNW:

- Representing, serving and employing people as equals
- Valuing the diversity of their contributions and aspirations
- Regardless of who they are or what their circumstances.

We believe that tackling inequalities provides a strong foundation for a cohesive and confident community. We believe that all citizens have a right to equal access to life opportunities, including representation, services and employment by CPNW.

Some people may suffer from inequality due to discrimination because of the following reasons: their age, health, race, ethnic origin, religion, gender, sexuality or because they have a disability, they are pregnant or on maternity, they have undertaken gender reassignment, they are married or they are in civil partnerships. We value the diversity of people within our organization and are committed to:

- Eliminating unlawful discrimination, harassment and victimization and other conduct prohibited by the Equalities Act 2010
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

Our services and employment practices will reflect this commitment. We will promote this policy and expect respect for it from our staff, players and partner agencies.

Its Borough wide priorities are:

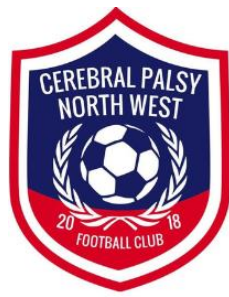
- **People** - We will promote healthy, safe and happy lives through prevention and personalisation of care, growing self-esteem, confidence and responsibility.
- **Place** - We will create high quality places where people choose to be.
- **Prosperity** - We will grow enterprise, ambition and the skills to succeed.

Equality Act 2010

The Equality Act 2010 replaces and consolidates all existing equality legislation, including the Disability Discrimination Act 2005, The Equal Pay Act 1970 and The Race Relations (Amendment) Act 2000. The Act aims to reform streamline and harmonise the current anti-discrimination legislation in order to support and promote equality.

The Equality Act 2010 covers nine protected characteristics, making it unlawful to discriminate on the grounds of:

- Age
- Disability
- Gender Reassignment (no longer required to be under medical supervision)
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race



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- Religion or Belief
- Gender
- Sexual Orientation

We will update our policy as and when necessary to meet new legislation and to follow codes of practice.

How we will monitor and review the policy

We will review our policy regularly to ensure that we are still delivering our desired outcomes and learning from evaluation.

All club staff have an essential role in delivering this policy by:

- Actively developing their services' approach to equality and diversity;
- Ensuring that staff are adequately trained to meet the requirements of this policy;
- Establishing and maintaining appropriate consultation with community and key stakeholder groups.

Serving people

CPNW is committed to providing high quality services through understanding and meeting individual customer needs and aspirations. We know that these differ from customer to customer, so we will adjust our services accordingly to ensure that they all have a fair and open chance to use and benefit from our services.

So, our commitment means understanding and meeting the needs of customers regardless of race, ethnic origin, nationality, religion, cultural background, sex, sexuality, disability, domestic circumstances, illness (such as HIV or AIDS status), age, membership of trade unions or political beliefs.

Employing people

CPNW wants the ethnic composition of its workforce to reflect that of the local population, so that it represents and serves the population better. We also recognize that people from ethnic minorities face particular disadvantages in employment.

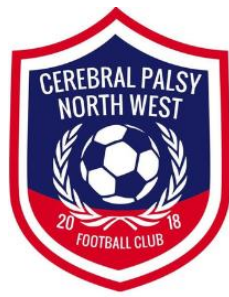
We are also conscious of the role of disabled people and the skills and experience they have to offer to our workforce. We therefore guarantee an interview to any disabled person who meets the essential person specification and will arrange for adjustments to be made at interview if needed.

We aim to:

- Develop a workforce profile which reflects the community profile;
- Giving staff the knowledge and confidence to tackle equality and diversity issues.

Tackling discrimination

It is our policy not to discriminate unlawfully or unfairly against anybody. Sometimes we have to discriminate between people, for instance in selecting candidates for jobs or deciding on people's eligibility for services. In these cases, it is our policy to discriminate lawfully and fairly, only taking into account relevant factors, and explaining our decisions on that basis.



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We do know, however, that unlawful and unfair discrimination is common in society. It is based on stereotypes and false assumptions, and the belief that some groups of people have more or fewer rights than others. We oppose unfair discrimination as an abuse of advantage and power.

We also know that institutions as well as individuals can unlawfully and unfairly discriminate. We define institutional discrimination as:

- The collective failure of a club to provide an appropriate and professional service to people because of who they are;
- Processes, attitudes and behaviour, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and stereotyping;
- Not just actions taken by a person or club, but also actions not taken, neglect, or services provided which do not meet the needs of members of different social groups.

Institutional discrimination can be unwitting, and it can exist no matter how well-meaning the intentions of the individual or the club. This is a challenge which all clubs, including ourselves, need to face honestly and openly. We will examine our policies and practices and the outcome of these to guard against disadvantaging any section of local communities.

What we will do

Disability

Our actions will be based on the Social Model of Disability; 'it is not a person's impairment or medical condition which is the cause of disadvantage but attitudinal and environmental barriers'.

We will:

- Undertake actions which will promote equality of opportunity, reduce discrimination for disabled people in line with our specific and general duties under the Equality Act 2010. This includes elimination of harassment, promotion of equal opportunities, promoting positive attitudes and encouraging the participation of disabled people in our community.

Race

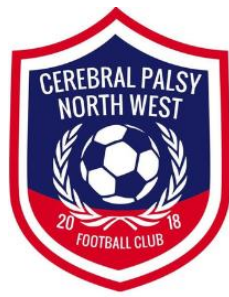
We recognise racism as any unfair discrimination on the grounds of people's skin colour, accent, religious beliefs, dress, culture or ethnic origin. We are determined to challenge racism and to create an environment that is free from discrimination.

We know that racism is widespread within society. And we know that we must confront it to reduce its damaging effects on everybody. Racist assumptions create the barriers which can hinder appropriate democratic representation, services and employment opportunities.

We also recognise that the seriousness and effects of racial incidents demand swift but sensitive responses. We have adopted the Lawrence Inquiry definition that:

"A racist incident is any incident perceived to be racist by the victim or any other person."

We will:



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- Ensure equality of opportunity for all players or staff from minority ethnic communities and from majority ethnic communities;
- Identify, challenge and act on racist attitudes, remarks and behaviour.

Gender

Our aim is to promote equality of opportunity between men and women and eliminate unlawful discrimination and harassment.

We will:

- Ensure that our services do not discriminate against service users or people who come into contact with the CPNW because of their gender.
- Ensure fair promotion and development opportunities .
- Create positive attitudes towards the transgender workforce and community

Women

We recognise that sexism is deep-rooted within society, and that it often undermines women's significant contributions.

Women are still expected to take the major responsibility for the family. Most work in low paid and low status jobs. They are under-represented in the clubs that take major decisions affecting people's lives. Many face domestic violence in the form of physical, emotional, economic and sexual abuse in the family, as well as violence in public.

We will:

- Challenge discriminatory assumptions about women;
- Take positive action to redress the effects of past discrimination against women;
- Offer equal access for women to services and club benefits.

Caring responsibility

We recognise that people with caring responsibilities for others may face discrimination. We will:

- Adopt flexible employment practices;
- Provide maternity, paternity, partner or support leave for birth, adoptive and foster parents.

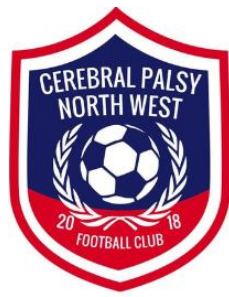
Sexual Orientation

We recognise that our LGBT community may face discrimination and hostility through intolerance and ignorance. As a result, they may experience harassment, and some live in fear of being "outed".

- Ensure that our services take account of individual needs;
- Promote positive images of our LGBT workforce and community.

Age

We recognise that people are discriminated against because of their age. We will not;



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- discriminate directly against anyone - unless it can be objectively justified
- discriminate indirectly against anyone - unless it can be objectively justified
- subject someone to harassment related to age
- victimise someone because of age
- compulsorily retire an employee unless it can be objectively justified.

We will ensure that we have policies in place which are designed to prevent discrimination in:

- recruitment and selection
- training and development
- countering bullying and harassment.

HIV or AIDS

We recognise that people face discrimination due to being HIV positive or having AIDS. We will:

- Ensure that services meet the specific needs of people living with HIV or AIDS;
- Support people who are HIV positive or have AIDS;
- Challenge false information about the nature of HIV or AIDS.

Religion or Belief

There is no specific list that sets out what religion or belief discrimination is. The law defines it as any religion, religious or philosophical belief. This includes all major religions, as well as less widely practiced ones.

We will not discriminate against anyone because of his or her religion or belief, which is any religion, religious belief, or similar philosophical belief.

We will respect and accommodate people's religious observances in both serving and employing them, and we will expect others to do the same.

We realise that at times some people's beliefs may conflict with other aspects of this policy. We will try to resolve any such conflicts, but we will treat the aims of this policy as overriding and expect others to comply with it.

Many employers find that being sensitive to the cultural and religious needs of their employees makes good business sense. This can mean making provisions for:

- flexible working
- religious holidays and time off to observe festivals and ceremonies.