

Carlisle United Supporter Groups

EQUALITY, DIVERSITY & INCLUSION STATEMENT OF INTENT

A. Introduction

Carlisle United Supporter Groups is committed to the values of equality, diversity and inclusion in our group and among our constituent member groups.

Given the unique relationship we have with the club and within the football community and with our member groups, we have a responsibility to set and apply such standards and values expected within the game.

The purpose of this statement is to ensure:

1. Equality, fairness and respect in all our procedures and activities including all online/social media activity.
2. We adhere to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, gender identity and socioeconomic group.
3. We oppose and avoid all forms of unlawful discrimination. This includes Carlisle United Supporter Groups activities and those of our constituent members, membership and dealing with grievances and discipline.

B. Implementation

The group commits to:

1. Support equality, diversity and inclusion in everything it does.
2. Create an environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all within the group and its constituent members.
3. Recognise and value individual differences and contributions.
4. Offer regular awareness sessions for group members on the issues of equality, diversity and inclusion.

C. Visibility

1. A copy of this document will be signed by all groups accepted to Carlisle United Supporter Groups for their awareness of their responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
2. This policy will be published on Carlisle United Supporter Groups website/social media sites and constituent groups will make members aware of the statement.

D. Commitments & Actions

1. Information, materials or suitable awareness sessions will be provided to the member groups of the Carlisle United Supporter Groups to assist in the operation of this policy.
2. Immediately address issues and complaints about discrimination or a breach of this policy within the Carlisle United Supporter Groups
3. Investigations will be fair but may result in disciplinary action in line with each group's disciplinary policy.
4. Carlisle United Supporter Groups and constituent member groups may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.

5. Carlisle United Supporter Groups and all constituent member groups agree to follow a dedicated process of reporting of any activity that breaks this policy by member groups, members or where external incidents are reported to one or more of the groups or Carlisle United Supporter Groups.
6. Carlisle United Supporter Groups and constituent member groups carry out Welfare Checks on victims of online abuse.

E. Communications

1. The organisation requires its constituent member groups, volunteers and members to behave appropriately in the context of representing the group or the club in all forms of communication.