



## **CARLILSE UNITED AND CARLISLE UNITED COMMUNITY SPORTS TRUST**

### **DECLARATION AGAINST DISCRIMINATION STATEMENT OF COMMITMENT AND POLICY**

We the directors, players and staff of Carlisle United and Carlisle United Community Sports Trust along with the people of Carlisle reject discrimination. Football is our national sport and should be open to all. We pledge to tackle discrimination in all forms and make Brunton Park a safe and welcoming place for all.

We operate a policy of zero tolerance towards all forms of discrimination and anti-social behaviour. Carlisle United have put many years' hard work into this fundamental policy and the club is committed to actively promoting this ethos and encouraging all supporters to embrace this.

We believe that everyone has the right to be employed by our football club and attend football matches at Brunton Park in a safe, welcoming and friendly environment – and that means all members of our community, regardless of their religion, ethnic or sexual orientation. Diversity is something to be celebrated and inclusion for all is central to what we do.

Carlisle United's understanding of the club's place at the heart of the community is clearly demonstrated by the wide ranging and long standing working of our Community Sport Trust, throughout Cumbria and beyond. Working in partnership with key organisations such as "Kick It Out" and "Show Racism the Red Card", further demonstrates Carlisle United's positive contribution to the creation of a fair and balanced society, with enhanced community cohesion.

The Club further believes the adoption of it's equal opportunities policy will also:

- Raise the general level of consciousness throughout the club.
- Set out and clarify expectations for staff, directors, customers, and other agencies that we work to provide professional football and associated services.
- Ensure compliance with the relevant sections of the Equality Act 2010.

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