



**HIBERNIAN**  
Football Club

# EQUALITY, DIVERSITY AND INCLUSION POLICY

Information and  
policies

2023-24

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# DECLARATION

EQUALITY, DIVERSITY AND INCLUSION POLICY	
Policy Owner:	Human Resources Department
Implementation Date:	January 2023
Review Due:	January 2024

Signed:



Date: 1st January 2023

Name: Ben Kensell

Position: Chief Executive Officer



## 1.0 INTRODUCTION AND PURPOSE

Hibernian Football Club was founded in 1875 and has always been a Club with its roots at the heart of its local community. Hibernian Football Club's role in the lives of many different groups of people in Edinburgh and the wider region cannot be underestimated. It provides many thousands of supporters an interest, a passion, and enjoyment.

As such, people are the lifeblood of the Club. This is regardless of gender assignment or expression, sex, sexual orientation, race (ethnic origin, colour, nationality, and national origin), age, disability, religion/belief, or pregnancy/marital/civil partnership status.

We actively promote equality, diversity, and inclusion in all our behaviours, practices, and values at Hibernian Football Club, whether as a player, official, staff member, volunteer or matchday spectator.

We aim, therefore, to bring people together through football in a way that supports positive change, makes people feel valued and improves the lives and inclusive experience of our fans and the broader community.

Regardless of your background, personal circumstances, or the Club you support, it is fundamental to our values that everyone should feel welcome at Hibernian Football Club.

Therefore, we are committed to confronting and eradicating any form of discrimination and ensuring that we treat everyone fairly and respectfully, providing access and opportunities for all community members to enjoy their matchday experience and broader engagement with us.

## 2.0 DEFINITIONS

Discrimination Definitions:

- Direct discrimination - treating someone with a protected characteristic less favourably than others
- Indirect discrimination - putting rules or arrangements in place that apply to everyone but that put someone with a protected characteristic at an unfair disadvantage
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- Victimisation - mistreating someone because they've complained about discrimination or harassment

## 3.0 OUR VALUES

At Hibernian Football Club, we are proud to represent every part of our diverse community, and for those that don't share these views, we will not compromise on our values.

Here are our key positions on Equality, Diversity & Inclusion:

- We have zero tolerance towards discriminatory language, abuse, chanting and behaviour.

- We expect our community to behave towards others consistently with fairness, respect, and tolerance principles.
- We find hateful behaviour based on any form of discrimination wholly unacceptable.
- We don't want you at Hibernian Football Club if you can't accept that or behave in a manner incompatible with these values.

## 4.0 WORKING AT HIBERNIAN FC

As an Employee/Volunteer working for Hibernian, you must:

- Ensure any abusive or inappropriate behaviour is reported as soon as possible and correctly.
- Offer support to those who have or are being harassed.
- Respect all fellow Employees/Volunteers regardless of their position within the Club, background, or personal circumstances.
- Educate all Employees/Volunteers/Supporters about this Policy and their responsibilities.
- Line Managers should investigate any reported incidents, providing a written report.

## 5.0 REPORTING

What you should do if you see or hear anything you find offensive or inappropriate at Easter Road Stadium or Hibernian Training Centre:

- We encourage you to use any of our reporting mechanisms if you see or hear racist, sexist, homophobic, or other behaviour of hate or division. Collecting evidence quickly and efficiently allows us the best chance to deal with any incidents:
- Please report what you see or experience to any of our matchday stewards, police officers or staff members.
- Alternatively, email [club@hibernianfc.co.uk](mailto:club@hibernianfc.co.uk) with as much detail as possible.

Our commitments to you are as follows:

- We will thoroughly investigate such incidents and any behaviour from an individual or group calculated to divide our fans and community or cause trouble.
- We will deal with this appropriately and expediently, which may result in a banning order or ejection from our ground.
- We will continually review our methods, approach and means of dealing with such behaviour to help prevent further incidents.
- We believe that being inclusive and welcoming is an integral part of what will make us unbeatable and the team that everyone in our community will be proud to support and be associated with.

## 6.0 POLICY BREACHES

If you are found to be in breach of this policy, the following actions may be taken:

- We expect our community to behave towards others consistently with fairness, respect, and tolerance



As a Spectator -

- CCTV cameras and other surveillance are in operation throughout the stadium. Supporters (regardless of which Club they support) will be detained by stewards if they are found to be undertaking in discriminatory behaviour and passed onto Police Scotland.
- Hibernian supporters found to be carrying out such behaviour will face having their season ticket revoked, an indefinite ban from Easter Road Stadium and will not be permitted to purchase tickets from Easter Road for any Hibernian fixtures.
- Visiting supporters detained for the same reasons as above will face an indefinite ban from Easter Road Stadium.
- In all cases, details of the incident and the individuals involved will be forwarded to the appropriate authorities.

As an Employee/Volunteer of Hibernian Football Club -

- Any employee or volunteer of the Club found guilty of any of the above behaviour will be liable to Disciplinary action. This includes actions out with the workplace and on any social media platforms.
- Depending on the severity of the incident, consideration will be given to passing information relating to the Disciplinary Hearing to Police Scotland.

Hibernian Football Club is for anyone and everyone.

This Policy is fully supported by the Club's Chief Executive and all Hibernian Football Club Board of Directors.







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