



HIBERNIAN
Football Club

DIVERSITY, EQUALITY AND INCLUSION AT WORK AND IN SPORT

Information and
policies

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DECLARATION

DIVERSITY, EQUALITY AND INCLUSION AT WORK AND IN SPORT	
Policy Owner:	Human Resources Department
Implementation Date:	January 2023
Review Due:	January 2025
Review Undertaken:	January 2024

Signed:



Date: 24th January 2024

Name: Ben Kensell

Position: Chief Executive Officer

1.0 OUR COMMITMENT AND VALUES

Hibernian Football Club was founded in 1875, and given the Club's important role in the lives of many different groups, people are our lifeblood. Football belongs to and should be enjoyed by everyone equally, and the game can bring people together. At the Club, supported by the standards and values set out by the Scottish Football Association, we are committed to promoting equality, diversity, and inclusion in our behaviour, practices, and values so that regardless of your background or personal circumstances, you feel welcome at Hibernian Football Club. Our Chief Executive and all Hibernian Football Club Board of Directors support this policy.

Our Values are at the heart of what we do at the Club:

- We have zero tolerance towards any discriminatory language, abuse, chanting and behaviour.
- We expect our community to behave towards others consistently with principles of fairness, respect, and tolerance.
- We find hateful behaviour based on any form of discrimination wholly unacceptable.
- We do not tolerate behaviour which is incompatible with our values.

We will:

- Provide **equal opportunities** and fairness for all employees, workers, and job applicants, and in relation to our fans and visitors, and seek to eliminate unlawful discrimination;
- **Recognise, respect, and value** the differences in our people's protected characteristics, backgrounds, skills, and experience and encourage diversity in our workforce;
- Ensure a fair and safe culture for all our people, including our fans and visitors, which **values our differences, enables each person to be themselves**, and empowers our workforce to achieve their potential.

This policy applies to employees, temporary and agency workers, interns, volunteers, and job applicants, and where relevant, it also applies to visitors at Easter Road, including fans of the sport. We must all take responsibility for eradicating discrimination and ensuring the principles in this policy are lived and breathed each day.

This policy does not form part of our staff's employment contract, and we may amend, update, or supplement it occasionally.

2.0 EQUALITY PRINCIPLES

The Club does not tolerate discrimination or harassment because we are committed to ensuring equal treatment regardless of a person's protected characteristics. Protected characteristics are set out in the Equality Act 2010. They are sex or sexual orientation, age, disability, race, colour, nationality, ethnic or national origin, marital or civil partnership status, gender reassignment, pregnancy or maternity, or religion or belief.

Discrimination may take the form of:

Direct Discrimination - treating someone less favourably because of a protected characteristic. For example, paying someone less because of their race, excluding them from opportunities or a physical location because of their age, or not offering them a job because they might be gay (even if they are not).

Indirect Discrimination - treating a group of people in the same way, but in a way which adversely affects those with a protected characteristic more than others.

Harassment - this includes sexual harassment (including treating someone less favourably because they have rejected such behaviour) and other unwanted behaviour related to a protected characteristic which has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. It includes physical and verbal conduct and things like offensive emails, messages or social media content and mocking or mimicking people.

Victimisation - causing someone to suffer a detriment because they have complained about discrimination or supported someone else's complaint of discrimination.

Disability Discrimination - this includes direct and indirect discrimination, but also unfavourable treatment of someone with a disability because of the effects of their disability, and a failure to make reasonable adjustments where someone with a disability is disadvantaged.

Bullying is offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power does not always mean being in a position of authority, but can include both personal strength and the power to coerce through fear or intimidation. It can include physical, verbal or non- verbal conduct. As an employer, we must provide legitimate, reasonable and constructive criticism of performance, or instructions, to our workforce but bullying can include making threats, making derogatory comments about a person's performance or providing overbearing and intimidating supervision.

The equality principles apply both inside the workplace and to events outside of work such as business trips, customer or supplier events and work related social events. Whilst the way in which we can monitor and enforce our equality principles differs between our workforce and our visitors and football fans, our commitment to doing so remains the same.

How will we achieve this?

To achieve our commitment, respect values, and ensure equality is upheld, we expect all our people and visitors to follow this policy. We are developing a programme of ongoing training and awareness-raising events and activities to promote the eradication of discrimination within our Club and football as a whole.

The Club's Human Resources Department is responsible for implementing, monitoring, and reviewing this policy.

A copy of this policy is included in induction packs for new joiners and is displayed on our Club Website and included in the Club's Employee handbook. We have a regular and ongoing training programme in respect of the policy. We will ensure that all those involved in the recruitment, selection, appraisal, promotion, and performance processes, and other processes, including, for example, disciplinary, absence, and grievance procedures, receive training about dignity and equality at work and in football.

Our ongoing training programme may include an outline of the law, examples of what is and is not acceptable behaviour and how bias can affect decision making

We will also regularly monitor and review the effectiveness of this policy, particularly in the critical areas of recruitment and promotion, performance, pay and benefits decisions, and disciplinary and grievance matters. We'll share the outcome of our regular monitoring and review with our workforce and the Board of Directors. The policy itself will also be reviewed regularly.

Examples of the steps we will take to implement this policy include:

- Making initial recruitment decisions on a 'blind' basis, i.e., the decision maker will not see the applicant's name, address, or information indicating their age;
- process all applications in the same way and ask the same questions at the interview stage;
- regularly monitor promotion and career development patterns to ensure that access to promotion, training, and career development opportunities is not denied to particular groups;
- examine pay and bonus criteria, policies, and practices to ensure that particular groups are not disadvantaged in achieving pay increases or bonus payments;
- devise and implement progressive plans to reduce pay gaps, including concerning ethnicity;
- proactively ask whether applicants may require reasonable adjustments and support the provision of these where possible;
- support our employee resource groups, which provide a forum for people with a common interest in equality, diversity, and inclusion [e.g., race and ethnicity, gender, disability, LGBTQ+, faith]. These groups aim to provide networking opportunities and support to organise information and awareness raising events and contribute ideas on how diversity and inclusion can be improved in the organisation.
- establish a reverse mentoring scheme in which individuals can learn about the experiences of those from an under-represented or minority group. Mentees gain valuable knowledge, and mentors understand the practical steps needed to bring about cultural change. For information on these groups, contact club@hibernianfc.co.uk

In order to monitor diversity in these areas, the Club will need to process personal data and particular category data (formerly known as 'sensitive personal data') in accordance with its [data protection policy and data protection privacy notice].

3.0 RAISING CONCERNS AND TAKING ACTION

The Club will not tolerate behaviour which is in breach of this policy and where someone is alleged to have carried out a breach, we will investigate thoroughly. Disciplinary action, in accordance with our relevant policies, may be taken as a result of us becoming aware of concerns, and serious breaches, including acts of unlawful discrimination, harassment, or bullying, may be treated as gross misconduct, which could result in dismissal or barring from the Club.

We understand that raising a concern about discriminatory or unacceptable behaviour, or where you feel the Club has mistreated you, can be difficult. However, we encourage you to speak up and are committed to investigating any complaint thoroughly and sensitively. We'll address concerns as soon as possible and take matters seriously, and although it isn't always possible, we'll deal with the issue in confidence where we can. You will not be subjected to victimisation or retaliation for raising concerns in good faith.

If you wish to raise a concern and feel comfortable, you could seek to resolve the matter informally and directly with those involved. If, however, your attempts to do so are unsuccessful, or you do not .

feel comfortable doing so, then you should raise your concerns with HR in the first instance, who will advise you of the appropriate process, which may involve formally raising a grievance under our Grievance Policy and Procedure.

The HR team will support and guide you through the process, which will likely involve attending a meeting to discuss your complaint (although adjustments may be appropriate in some cases). An independent manager will be appointed to investigate your concerns and deliver an outcome. You will have a right to appeal against the result if you are unsatisfied with it. You may not always be informed as to what action, if any, has been taken against any individual alleged perpetrator of discrimination, harassment, or bullying in line with our data privacy obligations, but where possible, we will share information with you.

4.0 VISITORS TO THE STADIUM

We understand that football is a game that invokes passion amongst its supporters. However, we want everyone to be able to enjoy the game, including our workforce, who have a right to expect that they will not be subjected to discrimination, bullying, or harassment, not just from their colleagues but from visitors to the Club as well.

If you see or hear anything that you consider to be offensive or inappropriate when you're at Easter Road or the Hibernian Training Centre, we encourage you to report this by:

- speaking to any of our matchday stewards, police officers, or other members of staff; or
- Email club@hibernianfc.co.uk with as much detail as possible.

Reporting concerns promptly gives us the best chance of investigating and stopping unacceptable behaviours.

CCTV cameras and other surveillance are in operation throughout the stadium. If supporters or visitors are considered to be involved in unacceptable behaviour, our stewards will detain you regardless of which Club they support. The matter will be handed over to Police Scotland or other relevant authorities, who we will support in any further action they consider appropriate.

Supporters of the Club who are considered to be behaving unacceptably may have their season ticket revoked and/or receive an indefinite ban from attending Easter Road Stadium and/or will be prevented from purchasing tickets for future Club fixtures. Visitors or supporters from other clubs may receive an indefinite ban from Easter Road Stadium.



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