



HIBERNIAN
Football Club

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITIES POLICY

Information and
policies

2023-24

CONTENTS

0. DECLARATION

1. INTRODUCTION AND PURPOSE

2. ANTI-DISCRIMINATION

3. EQUAL OPPORTUNITIES

4. CLUB'S COMPLAINT PROCEDURE

DECLARATION

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITIES 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

Our commitment is to eliminate discrimination, whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability, and to encourage equal opportunities.

As the governing body of the game, The Scottish Football Association is responsible for setting standards and values to apply throughout the game at every level.

Football belongs to and should be enjoyed by everyone equally.

2.0 ANTI DISCRIMINATION

Equality of opportunity at Hibernian Football Club means that in all our activities, we will not discriminate or in any way treat anyone less favourably on the grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes (but is not limited to):

- Recruitment and resourcing for vacant positions.
- Appointments to promoted positions.
- Recruitment and resourcing of volunteers.
- The selection of candidates for volunteers.
- The entitlement to training and development.
- External coaching and education activities and awards.
- Football development activities.
- Selection for teams.
- Appointments to honorary positions.

Hibernian Football Club will not tolerate sexual or racially based harassment or other discriminatory physical or verbal behaviour. It will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Hibernian Football Club is committed to developing a programme of ongoing training and awareness-raising events and activities to promote the eradication of discrimination within its own organisation and, in the wider context, within football as a whole.

3.0 EQUAL OPPORTUNITIES

Hibernian Football Club is committed to a policy of equal treatment of all members of staff and volunteers. It requires all members or volunteers of whatever level or authority to abide by and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.



Specifically, discrimination is prohibited in the following:

- Treating any individual based on gender, colour, marital status, race, nationality, ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason related to their membership, which are different from the requirements for others.
- Imposing on an individual requirements, which are more demanding on that individual than on others. For example, this would include applying a condition (which is not warranted by the position's needs), making it more difficult for members of a particular race or sex to comply than others, not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual (which is regarded as discrimination for the purposes of this policy and the actions and sanctions applicable thereto).
- Any other act or omission of an act which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words, all instances where those in control of members and volunteers are required to make judgements between them – merit, experience, skills and temperament must be considered as objectively as possible.

Hibernian Football Club commits itself to the immediate investigation of any claims of discrimination on the above grounds, and where such is found to be the case, a requirement that the practice ceases forthwith, restitution of damage or loss (if necessary) and to the investigation of any member of staff or volunteer accused of discrimination.

Any member of staff or volunteer found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Football Club's policy, any members offending will be dealt with under the disciplinary procedure.

The Football Club commits itself to the disabled person whenever possible. It will treat such members of staff or volunteers, in aspects of their recruitment and membership, in the same manner as other members of staff and volunteers, the difficulties of their disablement permitting assistance will be given, wherever possible, to ensure that disabled members of staff and volunteers are helped in gaining access. Appropriate reasonable adjustments in the workplace or duties and additional training will be made to such members of staff and volunteers who request it or where the Club identifies the need to make them.

4.0 CLUB'S COMPLAINT PROCEDURE

If any member of staff or volunteer feels that they have suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct have been broken, follow the procedures below.

1. They should report the matter to the Head of Human Resources or another member of the management team or Board of Directors.



The report should include the following:

- Details of what, when, and where the occurrence took place.
- Any witness statements and names.
- Names of any others who have been treated similarly.
- Details of any former complaints about the incident, date, when and to whom made.
- A preference for a solution to the incident.

2. The Club's Head of Human Resources will investigate the report and arrange any hearings requested or required under the Club's Grievance and/or Disciplinary Procedure (as appropriate).

3. Following investigation where findings corroborate the report, the Club, under the relevant policy (Grievance and/or Disciplinary), will have the power to:

- Warn as to future conduct;
- Take action under the formal Grievance and/or Disciplinary Procedures that may:
- Result in suspension from duties (with or without pay) for a specified time and require mandatory training on Equality, Diversity and Inclusion.
- Result in termination of employment or volunteering activities.



HIBERNIAN
Football Club