



# Equality Policy

Easy Read Version

2018

# Introduction

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The **Equality** policy sets out what Notts County Football Club will do.

It follows the **Equality Act 2010** and what the **English Football League** want us to do.

Everyone who comes to Notts County has to follow this policy including players, fans, staff, visitors and young players training with us.



## What does it mean?

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**Equality** means treating everyone fairly. It means making sure everyone gets the help they need to have the same chances to do what they can.

## What does the law say?

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The **Equality Act 2010** is the law the government put in place to make sure everyone is treated fairly.



The law talks about different protected characteristics or things to do with a person. These are:

## AGE



## DISABILITY



## SEX



**TRANSGENDER**

**PREGNANT**



**MARRIAGE/CIVIL PARTNERSHIP**

**RACE**



**RELIGION OR BELIEF**



**SEXUAL ORIENTATION**



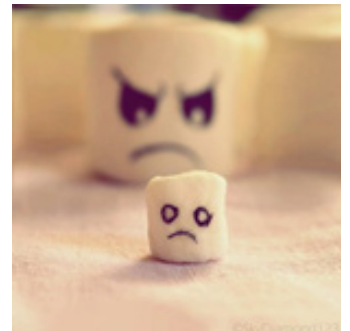
# How do people discriminate?

The **Equality Act 2010** says that there are lots of ways that these groups can be discriminated against. The act protects them from this.



**Discrimination** means treating you worse than other people because you have one of the characteristics.

**Direct Discrimination** is when an organisation or service treats you worse than other people.



**Discrimination by Association** is when a service or organisation treats you worse than other people because you know someone who has one or a more of the protected characteristics.

**Discrimination by perception** is when a service or organisation treats you unfairly because they think they you have a characterstic even they do not know.



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# How do people discriminate?

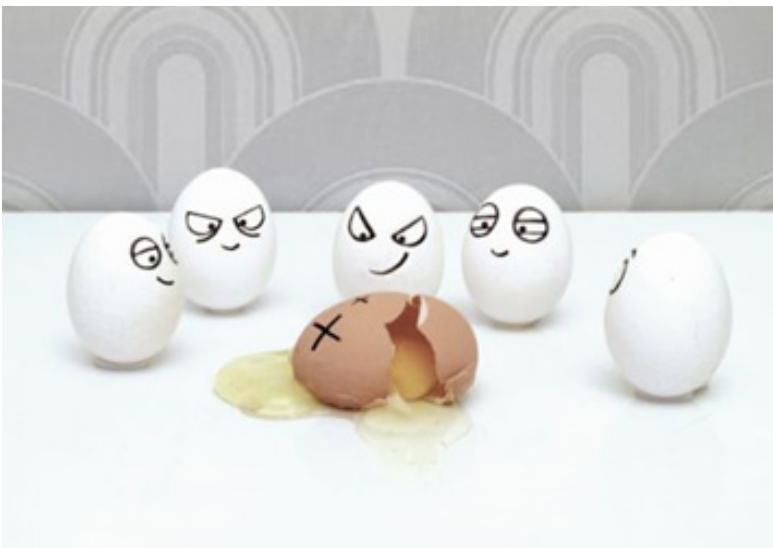
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**Indirect discrimination** is when a service or organisation does something or has a rule that means you will not be treated fairly because you have a characteristic.

**Discrimination arising from a Disability** is when you are treated unfairly because you have a disability.



**Harassment** means picking on someone or upsetting them on purpose. It is being **bullied** because you have one of the characteristics.



**Victimisation** is when you are treated unfairly because you spoke up or complained about something that has happened.

# What Notts County will do

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The club will make sure all our staff know how important it is to treat everyone fairly and not to discriminate.



The club will challenge any discrimination, harassment or victimisation.



We will make as many **reasonable adjustments** as we can to make sure all the club is accessible to all supporters.



**Reasonable adjustments** are changes we make to give a person who is disabled the same chance as anyone else to come to Notts County Football Club.

# What Notts County will do

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We will work with supporter's groups and community groups to stop discrimination and harassment.



If you are not happy you can complain to the club about how you have been treated.



# How to Contact Us

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You can ring us and let us know what has happened by calling our designated safeguarding officer **Claire Burrows**.

Call **07807 694 561**



or email her on  
**claire.burrows@nottscountyfc.co.uk**



## What does Notts County say about equality?

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Everyone must be treated with respect when they come to our club

Notts County will treat everyone fairly and make sure they can enjoy what they are doing while they are here.

The board and the owner of the club really want the club to be include everyone who wants to come here.