

SECTION	HR
POLICY /PROCEDURE	Diversity & Equality
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Club Doncaster is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, ethnicity, religion and belief, gender (sex) and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. Upon the selection process for potential workers we ensure that via our recruitment policy recruiting officers are given information that does not allow for definition of a person’s characteristics. All workers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Equality & diversity awareness training undertaken as a part of the initial induction, via online training.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management, directors and owners.
- The policy will be monitored and reviewed annually.

In line with the Football Association, Kick it out, EFL and RFL, the club will seek appropriate guidance on the promotion and special events to ensure that underrepresented groups, are supported to attend events at the stadium, and enjoy these under the spirit of equality and diversity.