



The SOS Equity, Diversity, and Inclusivity (ED&I) policy

Introduction

Spirit Of Shankly is committed to the values of equity, diversity and inclusion in our organisation and among our members.

Given the unique relationship we have with the club and within the football community, we have a responsibility to set and apply such standards and values expected within the game.

The purpose of this policy is to ensure:

1. Equity, fairness, dignity and respect in all our procedures and activities.
2. We adhere to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation. Although socio-economic status is not enacted formally within the Equality Act 2010, we do believe that socio-economic status should be an added principle because the socio-economic status group is key to SOS and it cannot be excluded.
3. We oppose and avoid all forms of unlawful discrimination. This includes Trust activities, membership and dealing with grievances and discipline.

Implementation

The organisation commits to:

4. Encourage equity, diversity and inclusion in everything we do.
5. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
6. Recognise and value individual differences and contributions.
7. Provide or obtain training for Board members on the issues of equity, diversity and inclusion.

Visibility

8. A copy of this document will be signed by all appointed and new Board members (the Management Committee) for their awareness of their responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

9. This policy will be published on our website to support our members in acting in accordance with it.

Commitments & Actions

10. We will provide information, materials or suitable training to the Board to assist in the operation of this policy.

11. Immediately address issues and complaints about discrimination or a breach of this policy.

12. Investigations will be fair but may result in disciplinary action in line with our adopted disciplinary policy.

13. The organisation may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.

The organisation requires its Board, volunteers and members to behave appropriately in the context of representing the organisation or the club in all forms of communication.

14. When someone makes a complaint, they need to be made to feel safe to make a complaint. Victimisation is when someone is treated less favourably as a result of being involved with a discrimination or harassment complaint. SOS commits to act against victimisation:

- SOS should take any complaint of victimisation seriously and investigate it promptly;
- They must follow a full and fair procedure;
- It should also be clear about what will happen at each stage and how long each stage should take.

15. All SOS policy documents should be reviewed and updated in a 'review cycle' every 24 to 36 months. This is good practice and it happens elsewhere in society.

ENDS