



EAST FIFE F.C. EQUALITY, DIVERSITY & INCLUSION POLICY

Revision: June 2026



East Fife F.C. – EQUALITY, DIVERSITY & INCLUSION POLICY

Chairman's Foreword

East Fife Football Club is committed to promoting equality, diversity and inclusion throughout all areas of the Club's activities. We believe that football should be accessible, welcoming and enjoyable for everyone, regardless of age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership status, pregnancy or maternity status, or socio-economic background.

The Board of Directors and I recognise our responsibility to ensure that equality, diversity and inclusion are embedded within the culture, governance and day-to-day operation of the Club. We are committed to creating an environment where everyone is treated with dignity, fairness and respect, and where discrimination, harassment, bullying and victimisation are not tolerated.

The Board of Directors is accountable for overseeing the effective implementation of this Equality, Diversity and Inclusion Policy. The Board will receive regular reports and updates from the designated Board Member responsible for equality matters to monitor progress, review performance and ensure compliance with our commitments and legal obligations.

It is the responsibility of the Board and Chairman to address any actual or potential breaches of this policy and to ensure that appropriate action is taken where standards are not met. Through leadership, accountability and continuous improvement, we will work to ensure that East Fife Football Club remains an inclusive club that reflects and serves the diverse communities in which we operate.

This policy demonstrates our commitment to equality, diversity and inclusion and applies to all employees, volunteers, players, coaches, supporters, contractors and others who engage with the Club.

Liam Anderson

Chairman

12 June 2026



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Policy Statement

East Fife Football Club is committed to promoting equality, diversity, and inclusion in all aspects of its activities. The Club believes that everyone should be treated with dignity and respect and should have equal opportunity to participate in football and in the wider activities of the Club.

The Club will not tolerate discrimination, harassment, or victimisation on the grounds of race, colour, ethnic origin, nationality, gender, sexual orientation, class, age, disability, appearance, marital status, religion, or any other protected characteristic under the Equality Act 2010.

East Fife Football Club recognises that racism, sexism, and other forms of discrimination, whether institutional or personal, exist within society and can prevent equality of opportunity. The Club is therefore committed to actively challenging and eliminating discrimination in all areas of its work.

Purpose

The purpose of this policy is to:

- Promote equality of opportunity for all individuals involved with the Club
- Ensure compliance with the Equality Act 2010 and other relevant legislation
- Create an inclusive environment where everyone feels welcome and respected
- Prevent discrimination, harassment, and unfair treatment
- Encourage participation from all sections of the community

Scope

This policy applies to:

- Employees and volunteers of East Fife Football Club
- Job applicants and recruitment processes
- Players and participants in Club activities
- Contractors and agency staff working on Club premises
- Supporters and visitors to the Club

All individuals involved with the Club are expected to uphold the principles set out in this policy.



East Fife F.C. – EQUALITY, DIVERSITY & INCLUSION POLICY

Equal Opportunities in Employment

East Fife Football Club is committed to providing equal opportunities in recruitment, employment, training, and promotion.

Employment decisions will be based solely on merit, qualifications, experience, and the ability to perform the role. No applicant or employee will receive less favourable treatment because of a protected characteristic.

Clear job descriptions and person specifications will be used wherever possible to ensure fair and objective recruitment and selection processes.

The Club will encourage applications from individuals from diverse backgrounds and will ensure that recruitment materials do not discriminate.

Disability Inclusion

The Club recognises its responsibilities under the Equality Act 2010 in relation to disabled individuals.

East Fife Football Club will take reasonable steps to ensure that disabled people are not placed at a substantial disadvantage compared with non-disabled people. This may include reasonable adjustments to:

- Recruitment and selection processes
- Workplace arrangements
- Training and development opportunities
- Duties or working arrangements where appropriate

Employees who become disabled during the course of their employment will be supported wherever reasonably possible to remain in work.

The Club will also seek to ensure that contractors and external agencies working with the Club are aware of and respect this policy.

Children and Young People

East Fife Football Club recognises the fundamental equality and worth of every child and young person.

The Club will ensure that its activities and programmes are sensitive to the needs of children and young people from all backgrounds and will work in partnership with parents, guardians, and carers.

The Club recognises that there are many valid approaches to child-rearing and will respect the role of parents and carers while ensuring that young people are treated fairly and with respect.

Activities and resources provided by the Club will promote inclusion and positive identity for all young people. Materials or behaviours that stereotype or discriminate will not be accepted.



East Fife F.C. – EQUALITY, DIVERSITY & INCLUSION POLICY

Diversity and Community Representation

East Fife Football Club will seek to ensure that the environment within the Club reflects the diversity of the wider community.

Through its activities, resources, and programmes, the Club will aim to foster a welcoming and inclusive atmosphere where all individuals feel valued and able to participate.

Training and Awareness

The Club will encourage staff and volunteers to develop awareness of equality, diversity, and anti-discriminatory practice.

Where appropriate, staff and volunteers will be provided with training that promotes understanding of discrimination and supports the development of inclusive working practices.

Complaints and Grievances

East Fife Football Club operates formal procedures that allow individuals to raise concerns or complaints relating to discrimination, harassment, or unfair treatment.

Any complaints will be taken seriously and will be investigated in accordance with the Club's disciplinary or grievance procedures.

Implementation and Review

All staff, volunteers, and individuals associated with East Fife Football Club share responsibility for upholding the principles set out in this policy.

The Club will review this policy:

- At least every 3 years, or
- Earlier where required due to changes in legislation guidance, operational requirements, or following any significant incidents or case review.

REVISION HISTORY

Revision	Reviewed By	Changes
June 2026	L Anderson	First issue Incorporating previously separate policies: • Anti-Discrimination Policy • Equal Opportunities Policy • Disability Discrimination Policy • Equality Policy