



EQUALITY, DIVERSITY AND INCLUSION POLICY

Purpose

Charlton Athletic Football Club is committed to promoting equality, diversity, and inclusion among our employees, workers, contractors and others and to eliminating unlawful discrimination. This policy is intended to assist Charlton Athletic Football Club to put this commitment into practice. Compliance with this policy should also ensure that employees do not commit unlawful acts of discrimination.

Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment. Charlton Athletic Football Club has a separate Bullying and Harassment Policy, which deals with these issues.

Scope

This policy applies to all employees of Charlton Athletic Football Club and Charlton Athletic Women's Football Club, which includes the Men's first team, Women's First Team, the Boys Academy inclusive of PDP and the Girls Academy of PGA and ETC.

The Law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

Discrimination after employment may also be unlawful, e.g., refusing to give a reference for a reason related to one of the protected characteristics.

You must not discriminate against or harass members of the public or service users in the provision of goods or services. It is unlawful to fail to make reasonable adjustments to remove barriers caused by disability. This duty may include removing, adapting, or altering physical features that make it impossible or unreasonably difficult for disabled people to access services. In addition, service providers are required to anticipate potential barriers and take proactive steps to ensure services are accessible to disabled people.

Types of Unlawful Discrimination

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the role and a proportionate means of achieving a legitimate aim.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim. Please note,



indirect discrimination may also apply where a person does not have the protected characteristic but is experiencing the same disadvantage which a person with the protected characteristic might.

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, or pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

Sexual harassment refers to unwanted conduct of a sexual nature. Please refer to the Bullying and Harassment Policy for further information on all types of harassment, and for details of the steps taken by Charlton Athletic Football Club to prevent sexual harassment from occurring.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although it does not cover harassment because of marriage and civil partnership, or pregnancy and maternity).

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when they do not, in fact, have that protected characteristic (other than marriage and civil partnership, or pregnancy and maternity).

Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, or pregnancy and maternity), by third parties such as service users or clients. Although employers are not generally liable for third-party harassment, they should still assess the risk of this type of harassment and take reasonable steps to prevent it.

Victimisation occurs where an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. However, an employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint.

Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a person with a disability at a substantial disadvantage compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the employee to overcome the disadvantage.

Equal Opportunities in Employment

Charlton Athletic Football Club will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy/and or redeployment.



Recruitment

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

Working practices

Charlton Athletic Football Club will consider any possible indirectly discriminatory effect of its standard working practices, including the number of hours to be worked, the times at which these are to be worked and the place at which work is to be done, when considering requests for variations to these standard working practices and will refuse such requests only if Charlton Athletic Football Club considers it has good reasons, unrelated to any protected characteristic, for doing so.

Charlton Athletic Football Club will comply with its obligations in relation to flexible working requests. Charlton Athletic Football Club will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

Customers, suppliers and other people not employed by Charlton Athletic Football Club

Charlton Athletic Football Club will not discriminate unlawfully against customers, suppliers, or members of the public using or seeking to use the services provided by Charlton Athletic Football Club.

You should report any bullying or harassment by customers, suppliers, stakeholders, visitors or others to your Line Manager or HR who will take appropriate action.

Training

Charlton Athletic Football Club will where appropriate, provide training in equal opportunities and minimising bias to managers and others likely to be involved in recruitment or other decision making where issues related to protected characteristics are likely to arise.

Charlton Athletic Football Club will provide training to all existing and new employees and others engaged to work at Charlton Athletic Football Club to help them understand their rights and responsibilities under this policy and what they can do to help create a working environment free of bullying and harassment. Charlton Athletic Football Club will provide additional training to managers to enable them to deal more effectively with complaints of bullying and harassment.

Your Responsibilities

Every employee is required to assist Charlton Athletic Football Club to meet its commitment to provide equal opportunities in employment and to avoid unlawful discrimination. Employees can be held personally liable as well as, or instead of, Charlton Athletic Football Club for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.



Acts of discrimination, harassment, bullying or victimisation against employees or members of the public/customers are disciplinary offences and will be dealt with under Charlton Athletic Football Club's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

Grievances


If you consider that you may have been unlawfully discriminated against, you should use Charlton Athletic Football Club's grievance procedure to make a complaint. If your complaint involves bullying or harassment, the grievance procedure is modified as set out in the Bullying and Harassment Policy.

Charlton Athletic Football Club will take any complaint seriously and will seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.

About This Policy

This policy will be monitored periodically by Charlton Athletic Football Club to judge its effectiveness and will be updated in accordance with changes in the law. This Policy is entirely non-contractual and does not form part of an employee's contract of employment.

VERSION CONTROL AND AUTHORISATION

Version	Date Issued	Reviewed by	Signature	Date
V 1.1	August 2025	Francesca Lee, Head of HR		4/8/2025