



Grimsby Town Football Club, Foundation and Academy

Equality Policy

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Our Commitment

“Equality means recognising and respecting difference while ensuring everyone is treated fairly and with dignity.”

“Diversity means valuing and embracing what makes each person unique.”

“Inclusion means creating an environment where everyone feels welcome, respected and able to thrive.”

Football is for everyone. It belongs to and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member, volunteer or spectator. We aim, therefore, to bring people together in a way that supports positive change, makes people feel valued and improves the lives and inclusive experience of our fans and wider community.

Introduction:

Grimsby Town Football Club (GTFC) and Grimsby Town Foundation (GTF) aim for a workforce that reflects the diversity of society and the people we serve.

We want every employee, volunteer, player and participant to feel respected, valued and empowered to give their best - whether full-time, part-time, temporary or voluntary.

As one family, regardless of background or identity, it is fundamental to our values that everyone is welcomed, supported and treated with respect.

We are committed to confronting and eradicating all forms of discrimination, including (but not limited to) discrimination based on:

- *Race (including colour, ethnic or national origin, and nationality)*
- *Religion or belief*
- *Sex and gender identity*
- *Sexual orientation*
- *Marital or civil partnership status*
- *Age*
- *Pregnancy and maternity*
- *Disability (visible and non-visible, including neurodiversity such as Autism, ADHD, Dyslexia, etc.)*
- *Gender reassignment*

We also recognise that inclusion extends beyond these characteristics – including socio-economic background, caring responsibilities, and other forms of disadvantage.

All staff, players and volunteers share responsibility for upholding this policy, promoting equality, preventing discrimination and fostering a culture of dignity and respect.

We also expect our partners, suppliers and contractors to uphold these principles.

Purpose

This policy aims to:

- Promote equality, fairness and respect across all GTFC and GTF activities and employment.
- Prevent discrimination, harassment, bullying or victimisation in any form.
- Ensure equal access to opportunities in recruitment, pay, conditions, promotion, training, development and termination.
- Encourage disclosure of disabilities and provide reasonable adjustments and support in line with our internal guidance.
- Foster a culture of inclusion and belonging that celebrates diversity and encourages everyone to reach their potential.

This policy is supported by the Board and reviewed annually. It does not form part of any employment contract.

Commitments:

GTFC and GTF commit to:

- Creating a zero-tolerance environment towards bullying, harassment, victimisation or discrimination.
- Promoting dignity and respect for all, recognising and valuing individual differences.
- Providing EDI training and awareness for all staff and volunteers.
- Holding all individuals accountable for upholding this policy.
- Taking complaints seriously and investigating them promptly, fairly and confidentially.
- Encouraging career development, progression and training for all.
- Monitoring diversity data (securely and anonymously) to track progress and ensure accountability.
- Regularly reviewing this policy to reflect changes in legislation and best practice

Responsibility

The **Chief Executive Officer (CEO)** holds overall responsibility for implementation, supported by the **Board of Directors**, **EDI Officer** and **Senior Management Team**.

All employees, trustees, volunteers and participants are responsible for:

- Acting as role models and upholding the principles of this policy.
- Challenging and reporting discriminatory behaviour or practices.
- Supporting and promoting equality, diversity, inclusion and belonging.
- Reporting any concerns to the CEO, EDI Officer or external reporting bodies (e.g. Kick It Out).

Implementation

Positive Action:

Where evidence shows disadvantage or under-representation of a particular group, GTFC and GTF will take lawful positive action to address the imbalance.

Reporting:

We encourage all individuals to report concerns, knowing that confidentiality will be respected and action will follow.

Employees should report concerns to their Line Manager or the CEO.

Members of the public can use the contact and reporting details provided below.

All reports will be reviewed promptly, with outcomes communicated where appropriate.

Support for Reporters:

No one will be victimised for raising a genuine concern in good faith. Malicious or vexatious complaints may, however, be subject to disciplinary action.

The Women's and Girls' Game

Grimsby Town Foundation is committed to promoting equality, diversity and inclusion across all aspects of the women's and girls' game, including the Emerging Talent Centre and Women's Team.

We aim to:

- Ensure access, inclusion and opportunity for all participants regardless of background.
- Empower women and girls to participate, lead and succeed in football.
- Promote diverse role models and equitable representation across all areas of the game.

The Women's game

Grimsby Town Foundation is committed to promoting equality, diversity, and inclusion (EDI) across all aspects of the club's operations, including the Emerging Talent Centre and the Women's Team. The charitable foundation will work in partnership with the club to ensure that all initiatives, programs and activities are accessible, inclusive and supportive of all individuals, regardless of gender, ethnicity, disability, or socio-economic background.

Emerging Talent Centre

The charitable arm supports the Emerging Talent Centre's efforts to identify and nurture talent from diverse backgrounds, ensuring equal access to opportunities for all young players. We are committed to providing a welcoming, inclusive

environment that values diversity and promotes the development of all participants, regardless of their personal circumstances.

Reporting tools

Ways to report to Grimsby Town Football Club/ Grimsby Town Foundation:

- Contact Kick it Out (0800 169 9414) or the Football Association (0800 085 0508)
- Via the free Kick it Out app

The Club's EDI contact details:

Chief Executive Officer:

Polly Bancroft

Email: Polly@gtfc.co.uk

Tel: 07918363428

Equality, diversity and inclusion (EDI) lead:

Vikki Harries

Email: safeguarding@gtfc.co.uk

Tel: 07498926776

Disabled liaison officer (DLO):

Jane Stephenson

Email: jane@gtfc.co.uk

Supporter liaison officer:

Kristine Green

Email: kristinegreen@gtfc.co.uk

Monitoring

This Equality Policy is accepted by the CEO for GTFC and GTF and will be reviewed and updated, if required, every year, or sooner due to changes in legislation or guidance given because of an incident of National importance.

Signed (CEO): *P. Bancroft*

Date: 31.10.25

Signed (EDI Officer): Vikki Harries

Date: 31st October 2025

Policy Reviewed	March 2022	Pete Macleod (Previous DSO)
Policy Reviewed	12th September 2024	Vikki Harries (Lead Safeguarding Officer & EDI Officer)
Policy Reviewed	31 st October 2025	Vikki Harries (Lead Safeguarding Officer & EDI Officer)
Next Review date	October 2026	

Appendix: Relevant Legislation

- Equality Act 2010
- Public Interest Disclosure Act 1998 (Whistleblowing)
- Human Rights Act 1998
- Data Protection Act 2018 (and UK GDPR)
- Employment Rights Act 1996
- Rehabilitation of Offenders Act 1974