



Independent North Shields Supporters Association

YOUR VOICE MATTERS

Equality & Diversity

Statement

We are committed to ensuring a safe environment for all involved by promoting the benefits of equality, inclusion and diversity with a clear understanding that football belongs to everyone without discrimination.

We will not tolerate harassment, bullying, abuse or victimisation of any kind.

We as fans stand together as one so that everyone can feel welcome and enjoy the beautiful game and support the work of organisations such as *Kick It Out* and the *Football Supporters' Association*.

Purpose

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. Equality, fairness 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, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.

3. We oppose and avoid all forms of unlawful discrimination. This includes INSSA activities, membership and dealing with grievances and discipline.

Implementation

The organisation commits to:

1. Encourage equality, diversity and inclusion in everything we do.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
3. Recognise and value individual differences and contributions.

Commitments & Actions

1. Immediately address issues and complaints about discrimination or a breach of this policy.
2. Investigations will be fair but may result in disciplinary action in line with our adopted disciplinary policy.
3. The organisation may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.

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