



ENFIELD TOWN FC DIVERSITY POLICY

Enfield Town FC is operated by ETFC Limited, which is wholly owned by Enfield Town FC Supporters Society Limited (ETFCSSL). ETFCSSL is a Community Benefit Society incorporated under the Industrial and Provident Societies Act 1965, and registered with the Financial Conduct Authority, no. 29239R.

It has an annual Business Plan, which sets out progress during the previous year and future priorities. Its high level approach to its business is:

VISION

To be an inclusive club for all and a football and social centre for the community, with a range of teams playing at the highest sustainable levels possible

MISSION

- *Develop football facilities for Enfield Town FC which will improve the quality and the experience of playing and spectating for the local community;*
- *Increase and sustain participation in all club activities; and*
- *Improve the standards of play of all Enfield Town FC teams*

OBJECTIVES

- *Work with London Borough of Enfield and Enfield Town FC Community Sports Development Ltd to deliver initiatives for the benefit of the local community;*
- *Increase income in line with increased resources year-on-year;*
- *Build greater awareness of the club within the local community and beyond;*
- *Increase the number of volunteers in line with identified priority tasks; and*
- *The Board of Directors to operate efficiently and effectively*

The club also aims to:

- a) enhance the social, cultural and economic value of the club to its communities;
- b) act as a responsible custodian of its assets for future generations;
- c) be the democratic and represented voice of the supporters of the club;
- d) strengthen the bonds between the club and the communities which it serves; and
- e) promote the game of Association Football within the area by:
 - i. playing at the highest level possible, but always operating in a financially responsible and prudent manner;
 - ii. promoting responsible and constructive community engagement with present and future members of the communities served by the club;
 - iii. operating democratically, fairly, sustainably, transparently and within financial responsibility; and

- iv. being a positive, inclusive and representative organisation, open and accessible to all supporters of the club, regardless of their age, ethnicity, gender, disability, sexuality or religious or moral belief.

In delivering its plans, the club will ensure all stakeholders feel equally welcome and included in its activities.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place at the club.

Dealing with discrimination and harassment

If any supporter feels that they have been discriminated against by the club or harassed at a club event they should raise this with the club's board. The board will handle any such complaint in line with the separately published *Enfield Town FC Supporters Society Limited Disciplinary Policy*.

The board will investigate the complaint, listening to all involved in the incident(s). If the complaint is against a particular individual, this person will have the opportunity to express their point of view. The person making the complaint will also have this opportunity. If the complaint is against the club as a whole, the club must work to ensure that such discrimination is not repeated in the future and must inform supporters of how they propose to do this.

Any decision to exclude a person from the club, either a member or a supporter, on discrimination and/or harassment grounds will be made in accordance with the club's constitution. The club will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this at any time.

General

The club's commitment to diversity underpins all of its activities and it opposes all forms of discrimination in relation to football and social activities.

The club will remain aware of equality and diversity issues at all times. Some individuals, groups and communities are more likely to face discrimination, harassment and exclusion than others. Community groups can ignore or discriminate against particular disadvantaged groups unintentionally, without realising this is happening. Regular thinking about what can be done about this will help create an environment which is as safe and inclusive as possible for anyone who would like to join and participate in the club's activities.

This policy will be reviewed in line with the production and publication of each of its Business Plans.

Updated April 2020