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1. **INTRODUCTION**

This action plan details the strategy and progress Greenock Morton Football Club aims to make in relation to equality, diversity and inclusion (ED&I) in 2022.

The Club is committed to building on progress already made and pursuing the aims outlined in this plan, by implementing the actions identified.

In order to understand our equality profile and identify where we must strive to increase diversity and inclusion, we have undertaken a comprehensive equality audit of our staff, volunteers, members and a section of our fans. We plan to refine and enhance the actions outlined in this plan on the basis of the evidence gathered from that audit.

Responsibility for ensuring that our aims and objectives in respect of ED&I are understood, recognised as a priority for the Club and actioned, starts with the Club Board. Day to day responsibility for the development and implementation of this plan and monitoring progress against the plan, residing with Gordon Ritchie, Board Member for ED&I.

June 2022.

POLICIES AND PROCEDURES

a) Annual review:

The following policies and procedures are relevant to the Club's aims and objectives in respect of ED& I:

- i. Equality Policy applicable to all staff
- ii. Equality Opportunities Diversity and Inclusion Policy
- iii. Anti-harassment policy
- iv. Players Code of Conduct
- v. Public Commitment to addressing inequalities and preventing discrimination
- vi. Minute of board objectives
- vii. Unacceptable Conduct Policy
- viii. Disabled Policy
- ix. Disabled Spectators Policy

These policies will be reviewed, updated and developed on an annual basis to address any changes in the law relating to equality and diversity and to reflect the Club's progress against its aims in relation to ED&I.

b) Impact assessment:

A full ED&I impact assessment of all the Clubs policies and procedures will be completed. The results of that assessment will be reported to the Board Member for ED&I and any identified areas for improvement will be identified and actioned under this plan.

2. COMMUNICATION

a) The Club will ensure that it's values, aims and objectives in relation to ED&I are clearly communicated to all staff, players, volunteers, fans, members, participants and stakeholders. It is recognised that communication and understanding of these aims is key to the success of this action plan.

To facilitate this, the following steps have been taken:

- Updated Equality Policy published on Club website;
- Updated Anti-Harassment Policy disseminated by email and accessible on shared drive which all employees can access;
- Players Code of Conduct issued to all players in hard copy and by email.
- Public Commitment to addressing inequalities and preventing discrimination published on Club website;
- Board objectives in respect of ED&I agreed, minuted and distributed to all board members;
- Updated Unacceptable Conduct Policy published on Club website.
- Updated Disability Policy published on Club website.

b) The Club will also endeavour to ensure that all positive action initiatives are well communicated to raise awareness and strive for maximum participation / impact.

c) Regular progress updates in relation to this plan will be provided to the Board.

d) This section will be updated in due course to reflect developments in communication of all policies, procedures and initiatives

RECRUITMENT AND RETENTION

a) All role descriptions and job adverts will be framed so as to encourage diversity among applicants, so far as possible.

b) All role descriptions and job adverts will contain a statement, assuring applicants that the Club welcomes applications from applicants from all ethnic and social backgrounds and beliefs and that disability is not considered a barrier.

c) Job applicants will be asked to anonymously complete an equality questionnaire to provide a further layer of information and evidence within the Equality Profile.

3. LEARNING AND DEVELOPMENT

a) ED&I training needs for board members and staff (to include training relating to mental health and wellbeing in the workplace) are assessed annually and suitable training will be rolled out across each year.

b) Training will be provided.

c) 2022 ED&I training programme:

a. 'What is discrimination and how to avoid it' June 2022

To include an overview of the Equality Act 2010, protected characteristics and types of discrimination, recognising unconscious bias in yourself and others and positive action to improve ED&I.

b. 'Mental health and wellbeing in the workplace' September 2022

To cover understanding and recognising mental ill health, when mental illness is a disability for the purposes of the Equality Act 2010, employers duties and steps to effectively manage and encourage positive mental health and wellbeing for all at the Club.

4. **POSITIVE ACTION & PARTNERING**

a) Equality and Inclusion for Those With Disabilities

i. The Club undertakes to work closely with the Morton in the Community to strive to ensure that disabled supporters do not face any barriers to full participation in supporting the Club and all associated activities. Season 2022/23 will see the new sensory room opened, sponsored by Domino's Pizza, to facilitate a match day experience for autistic or special needs children and families.

b) Gender Equality

The Club has a women's football team run through the Morton in the Community charity wing of the club. A Women's Development manager has been appointed. The Board member for ED&I will meet with the new general manager of the women's team to identify actions which can be taken to promote the team and women's football generally.

c) Equality and Inclusion in relation to all religious beliefs

i. The Club supports the 'Kick Out Bigotry' Campaign, co-ordinated by the charity 'Football For All'. The campaign aims to:

- Tackle religious bigotry and sectarian attitudes and behaviour in, and associated with, Scottish football;
- Assist and empower football supporters' organisations to tackle religious bigotry;
- Work with football players, clubs, authorities and others to eradicate sectarianism;
- Co-ordinate inclusive Kick-out Bigotry football events;
- Deliver inclusive Kick-out Bigotry educational initiatives;
- Take Action to Prevent and Address Instances of Unacceptable Behaviour

d) Racial Equality

i. The Club fully endorses the aims of 'Show Racism the Red Card'. Show Racism the Red Card is part of the FARE (Football Against Racism in Europe) network. It is an anti-racist charity which was established in January 1996 with the aim of using Professional footballers as anti-racist role models. The aim of the campaign is to combat racism through anti-racist education and

professional footballers are showing the way in terms of making a stand and fighting racism. In 2021, two fans were issued with life bans from Cappielow following their racial abuse of a Morton player.

e). Equality and Inclusion for LGBT+ community

i. The Club supported the 'rainbow laces' campaign in association with Stonewall, with a view to promoting LBGT+ acceptance and within football and beyond. The Club will continue to support any further 'rainbow laces' initiatives.

ii. The Club maintain their status as a Community Club for all. In January 2023, the club hosted underprivileged and disadvantaged children at Cappielow to watch the Celtic v Morton cup match on TV.

Throughout 2022 the board member for ED&I will consider and present to the board any further positive action initiatives which may support the Club's ED&I aims and objectives with a view to these being endorsed and supported by the Club. This will be further informed by gap analysis which will be derived from the outcomes of the equality audit / profile being undertaken.

5. MONITORING

a) ED&I will be a recurring agenda item at board meetings with the board member for ED&I reporting to the board in relation to progress in accordance with this action plan.

b) Equality data is being collected from board members, employees and a section of the Club's supporters. That information will be inserted into the Equality Profile which has been prepared. This information will be used to develop a gap analysis, identifying

where there are needs in respect of specific protected characteristics. This analysis will then be used to direct future / additional positive action initiatives.

c) The Board member for ED&I will report annually to the board in relation to recruitment and the equality profile of applicants for positions at the Club.

d) This action plan will be regularly reviewed and updated with a formal review and comprehensive progress report to the board taking place annually.