



Oxford United Football Club
Equality, Diversity & Inclusivity (EDI) Policy

Oxford United Statement on Equality, Diversity and Inclusion

At Oxford United, we truly believe that football is for everyone. We believe that everyone should be able to feel part of our unique football community, regardless of their background or beliefs.

As part of our ongoing commitment, the Club would like to remind all supporters that racial, homophobic, or discriminatory behaviour of any form is strictly forbidden and will not be tolerated. A true commitment to EDI (Equality, Diversity & Inclusion) is borne of actions much more than words.

At the core of our commitment are our dedicated and passionate personnel, including our players and staff across all departments. Our senior leadership team draws inspiration from the city of Oxford, a city world-renowned for encouraging people from all backgrounds to excel and make the world a better place.

We take inspiration from our great city so we can be at the forefront for greater equality within our sport. Our work in the community demonstrates our commitment to improving the lives of all within it, regardless of background or beliefs.

Our pledge is that we continue to better represent our local community's demographic among our Club's workforce and supporter base. There is no finishing line here. We have committed to an ongoing journey of inclusive development, and we're proud to have set out ambitious milestones.

This is a Club for everyone, with our EDI activities representing and engaging with the heart and soul of the community which surrounds it.

Grant Ferguson

Chairman

1. Introduction

Oxford United Football Club ("the Club") is committed to fostering an environment of equality, diversity, and inclusivity across all aspects of the organisation. The Club recognises the importance of ensuring that everyone, regardless of age, gender, ethnicity, disability, sexual orientation, religion, or socioeconomic background, has equal opportunities and feels valued as part of the Oxford United community.

This policy supplements the **Safeguarding Children Policy** and **Safeguarding Adults Policy**, ensuring that all individuals associated with the Club are protected from discrimination, harassment, and exclusion. It also works alongside the Club-wide '**All United Project**', which promotes a unified and inclusive football environment at all levels.

2. Policy Aims

- Promote a culture of respect, fairness, and equality within the Club.
- Provide equal opportunities for players, staff, and supporters, ensuring an inclusive football experience.
- Prevent all forms of discrimination, harassment, and victimisation.
- Ensure all policies and procedures reflect best practices in equality, diversity, and inclusivity.
- Support the holistic development of all individuals involved with the Club, regardless of background.

3. Commitment to Equality, Diversity & Inclusivity

- The Club will not tolerate discrimination in any form and will act against any instances of prejudice or exclusion.
- Training on equality, diversity, and inclusivity will be provided to all staff, volunteers, and players.
- Inclusive recruitment practices will be upheld, ensuring fair opportunities for employment and participation.
- Facilities and matchday experiences will be accessible to all individuals, including those with disabilities.
- The Club will celebrate and promote cultural diversity through initiatives and community engagement.

4. Safeguarding & Inclusion

- This policy supports the **Safeguarding Children Policy** and **Safeguarding Adults Policy**, ensuring a safe and inclusive environment for all individuals, particularly vulnerable groups.
- Any concerns relating to discrimination, harassment, or safeguarding issues will be reported to and addressed by the Club's Designated Safeguarding Lead (DSL).
- Players, staff, stakeholders, and supporters will have access to appropriate reporting mechanisms to raise concerns regarding equality and inclusivity.

5. Alignment with the 'All United Project'

The '**All United Project**' is at the heart of Oxford United's commitment to equality, diversity, and inclusivity. This policy aligns with that mission by:

- Ensuring that all members of the Oxford United community feel valued and respected.
- Promoting inclusivity in player development, staff recruitment, and fan engagement.
- Encouraging educational programs and awareness campaigns to combat discrimination in football.
- Creating a welcoming and accessible environment for all individuals, regardless of background.

6. Implementation & Accountability

- The Club's Senior Management and Equality, Diversity & Inclusivity (EDI) Officer will oversee the implementation of this policy.
- Regular reviews will be conducted to ensure ongoing compliance with equality, diversity, and inclusivity legislation.
- Feedback from players, staff, supporters, and community stakeholders will inform continuous improvements.
- Any breaches of this policy will be addressed in line with the Club's disciplinary procedures.

For any questions or concerns regarding this policy, please contact the Club's Equality, Diversity & Inclusivity (EDI) Officer or the Designated Safeguarding Lead.

Oxford United Football Club is committed to being an inclusive and welcoming Club where everyone has the opportunity to participate, contribute, and thrive in a safe and respectful environment.

Read By: Grant Ferguson

Signature:

A handwritten signature in black ink, appearing to be 'G. Ferguson', written over a light blue rectangular background.

Date: 15/05/25