

NTFC SUPPORTERS LTD

Equality, Inclusion and Diversity

Statement of Policy

- 1) The terms equality, inclusion and diversity lie at the heart of this policy. 'Equality' means everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring that everyone feels comfortable to be themselves and feels the worth of their contribution. 'Diversity' means the celebration of individual differences within NTFC Supporters Ltd (Northampton Town Supporters Trust). We will actively support diversity, equality and inclusion and ensure that all our directors, officers and members are valued and treated with dignity and respect. We want to encourage everyone involved with the Supporters Trust to reach their potential.
- 2) The Trust recognises and respects cultural differences and the rights of individuals to live their lives as they choose. It embraces and encourages differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our directors and stakeholders unique.
- 3) All directors of the Trust have a responsibility to treat members and stakeholders with dignity and respect at all times and are expected to exhibit conduct that reflects inclusion during board meetings, at Trust functions, and at all other Trust-sponsored and participative events.
- 4) We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature in all our dealings, we have made the decision to adopt a formal policy. Breaches of the policy by directors or officers will lead to disciplinary proceedings and, if appropriate, disciplinary action up to and including suspension or termination of board membership.
- 5) The aim of the policy is to ensure that no stakeholder (director, officer, member, counterparty) is discriminated against either directly or indirectly on the grounds of age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics.
- 6) We will ensure that the policy is circulated to all directors and officers and any parties with which we deal if the policy is relevant to their dealings with us.
- 7) The policies of the Trust in relation to diversity, equality and inclusion will be reviewed, and revised where appropriate, at least annually.
- 8) The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any Codes of Practice, including the guidelines issued by the Financial Conduct Authority in respect of regulated firms' dealings with vulnerable persons.
- 9) We will maintain a neutral environment in which no individual feels under threat or intimidated.