



## **Equal Opportunities Policy for Staff**

Oxford United Football Club is committed to confronting and eliminating discrimination, whether by reason of Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation.

Oxford United Football Club is an equal opportunities employer. We are committed to equality of opportunity within our own organisation, and to encourage a similar commitment from every other organisation we deal with.

Equality of opportunity means that in none of the activities will we discriminate, or treat less favourably, any person on grounds of gender, sexual orientation, race, nationality, ethnicity, religion or disability, age, marital status, or parental status.

This includes –

- Recruitment
- Job location and working environment
- Internal training and development activities
- Planning and delivery

Oxford United Football Club will not tolerate sexually or racially based harassment or discrimination of any kind. The Club will work to ensure that such behavior is met with appropriate disciplinary action.

Please refer to Safeguarding Policy & Procedure

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**In addition to the existing policy, during the period of Return to Play from COVID-19 the Football Club and Academy have made a number of additions to our welfare, operational and safeguarding procedures. These include, but are not limited to:**

- **Logistical process for social distancing at the Training Ground.**
- **Small group training in Phase 1 and Phase 2**
- **Weekly welfare and safeguarding meetings with specific COVID-19 allocated staff**
- **Additional risk assessment planning for all Academy operations**
- **Regular contact between Academy COVID-19 Officer (DH) and Club COVID-19 Officer (NMc)**