



DEPARTMENT	LEGAL AND GOVERNANCE
POLICY/PROCEDURE	EQUALITY, DIVERSITY & INCLUSION ACTION PLAN
DATE OF ISSUE	JUNE 2022
DATE OF REVIEW	JUNE 2023
VERSION	2

INTRODUCTION

This Action Plan sets out the Equality, Diversity, and Inclusion (“**EDI**”) objectives for Lincoln City Football Club (“the **Club**”) for the period 2022-2023. These objectives support the Club’s commitment that all fans, players, staff, volunteers, visitors, and others we have contact with are treated fairly, equitably, and with dignity and respect.

At the heart of the Club is our values that include a set of guiding principles that highlights the fact that we are people focused and that we value, respect, and recognise all aspects of EDI. This plan recognises the crucial role that our values and principles play in enabling the Club to achieve its overarching strategic aims and objectives.

EDI is intrinsic to everything we do and to every aspect of our fan, player, volunteer, and staff experience. This plan sets out our commitment to enhancing our practice within EDI and the protected characteristics within the Equality Act 2010, namely Age, Disability, Sex, Gender Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, and Sexual Orientation.

OBJECTIVES

The Club’s EDI objectives are as follows:

1. Ensure that services are accessible and welcoming to all individuals and communities;
2. Employ a modern and diverse workforce and promote an organisational culture that values and cultivates diversity;
3. Celebrate and promote the diversity of our participants, staff, and volunteers; and
4. Prioritise equality, diversity, and inclusion based on evidence to help address key issues facing individuals and communities.



DEPARTMENT	LEGAL AND GOVERNANCE
POLICY/PROCEDURE	EQUALITY, DIVERSITY & INCLUSION ACTION PLAN
DATE OF ISSUE	JUNE 2022
DATE OF REVIEW	JUNE 2023
VERSION	2

1. ENSURE THAT ALL FACILITIES AND SERVICES WHICH WE PROVIDE ARE ACCESSIBLE AND WELCOMING TO ALL INDIVIDUALS AND COMMUNITIES BY EMBEDDING EQUALITY, DIVERSITY AND INCLUSION INTO ALL ASPECTS OF THE CLUB

Objective	Action	Responsibility	Timescale	Measuring Success
1.1 Improve the accessibility of activities through appropriate facilities and staff engagement	<ol style="list-style-type: none"> Review access and facilities within the Stadium Accommodate needs and make adjustments for disabled staff and fans 	Advisory Group and Director of Operations	30 June 2023	Satisfaction with engagement opportunities across different groups.
1.2 Develop a marketing and communications strategy to increase awareness of EDI	<ol style="list-style-type: none"> Identify key dates to include within the marketing calendar Collate opportunities to market to a range of different groups 	Advisory Group and Head of Communications	30 September 2022	Widening of promotion channels including digital and traditional media.
1.3 Ensure that our policies and procedures are based on recognised models of best practice in relation to EDI	<ol style="list-style-type: none"> Maintain existing policies in line with review dates Review policies to ensure EDI is taken into consideration 	Advisory Group and General Counsel	30 June 2023	EDI is reflected across our policies moving forward and refer to the ongoing commitment. Policies challenged when under review or construction
1.4 Ensure accurate collection of participant data to ensure we can record relevant statistics	<ol style="list-style-type: none"> Annual Equality Monitoring Survey of fans and Board/staff Produce Annual Equality Monitoring Report 	Advisory Group and General Counsel	30 June 2023	Achieve a more diverse and inclusive fan base, board membership and workforce.



DEPARTMENT	LEGAL AND GOVERNANCE
POLICY/PROCEDURE	EQUALITY, DIVERSITY & INCLUSION ACTION PLAN
DATE OF ISSUE	JUNE 2022
DATE OF REVIEW	JUNE 2023
VERSION	2

2. EMPLOY A MODERN AND DIVERSE WORKFORCE AND PROMOTE AN ORGANISATIONAL CULTURE THAT VALUES AND CULTIVATES EQUALITY, DIVERSITY AND INCLUSION

Objective	Action	Responsibility	Timescale	Measuring Success
2.1 Deliver programme of EDI training to all board members and staff	<ol style="list-style-type: none"> 1. All staff and board members to receive EFL Playing for Inclusion training as part of their induction 2. Training to be delivered as part of a 3 year cycle 3. Disseminate any updates through various channels 4. Identify and deliver other forms of EDI training, e.g. modern slavery 	Advisory Group and General Counsel	30 June 2023	Enable and support staff and board members to be more confident and competent in recognising EDI issues
2.2 Increase diversity of workforce	<ol style="list-style-type: none"> 5. Identify a range of platforms to advertise jobs 6. Provide statistics of job applicants as part of annual Equality Monitoring Report 7. Promote positive recruitment of females, the disabled, and individuals from an ethnic minority background. 	Advisory Group and General Counsel	30 June 2023	Fostering a culture of inclusion by promoting good practice, setting clear expectations and visibly tackling behaviours that are unacceptable and discriminatory Increased diversity of workforce



DEPARTMENT	LEGAL AND GOVERNANCE
POLICY/PROCEDURE	EQUALITY, DIVERSITY & INCLUSION ACTION PLAN
DATE OF ISSUE	JUNE 2022
DATE OF REVIEW	JUNE 2023
VERSION	2

2.3 Increase diversity of the Board where appropriate.	8. Recruit directors who are female, from a non-white/ethnic minority background, and/or have a younger age profile where appropriate.	Advisory Group and Board	Ongoing	Increased diversity of Board
--	--	--------------------------	---------	------------------------------

3. CELEBRATE AND PROMOTE THE DIVERSITY OF OUR FANS, PLAYERS AND STAFF

Objective	Action	Responsibility	Timescale	Measuring Success
3.1 Champion a diverse and inclusive culture and celebrate and promote EDI through relevant events, communications and other engagement activities	1. Promote programmes and events within our external communications that support a wide range of communities, including female fans, younger fans, and fans from the LGBTQ+ and non-white/British communities	Advisory Group and Head of Communications	30 June 2023	Increase in the number of stories, communications and promotion within EDI and connect with a wider range of groups to be supportive
3.2 Work towards achieving and being recognised within relevant Equality Standards	2. Meet and exceed the EFL Code of Practice Equality Standards	Advisory Group and General Counsel	30 June 2023	Achieve the EFL Code of Practice accreditation at the first attempt and comply with both the essential and desirable criteria.



DEPARTMENT	LEGAL AND GOVERNANCE
POLICY/PROCEDURE	EQUALITY, DIVERSITY & INCLUSION ACTION PLAN
DATE OF ISSUE	JUNE 2022
DATE OF REVIEW	JUNE 2023
VERSION	2

4. PRIORITISE EQUALITY, DIVERSITY AND INCLUSION BASED ON EVIDENCE TO HELP ADDRESS KEY ISSUES FACING INDIVIDUALS AND COMMUNITIES				
Objective	Action	Responsibility	Timescale	Measuring Success
4.1 Establish opportunities for groups where a need is identified through local data or information within our key themes	1. Develop programmes specific to a group to address a need	Advisory Group	31 December 2021	Demonstrable evidence of information being used to generate engagement through clear and consistent examples in reports to the Board, Advisory Group and staff
4.2 Undertake targeted engagement with community groups who can act as a sounding board, critical friend and consultation/promotion mechanisms	2. Identify key stakeholders to support in development of strategy	Advisory Group	31 December 2021	