

	<p><b>YEOVIL TOWN SUPPORTERS' SOCIETY Ltd (GLOVERS' TRUST)</b></p> <p>PO Box 5240 YEOVIL BA20 9FR</p> <p><a href="mailto:secretary@glovers-trust.co.uk">secretary@glovers-trust.co.uk</a> <a href="http://www.glovers-trust.co.uk">www.glovers-trust.co.uk</a></p> <p>Registered No: 7293</p>	
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**YEOVIL TOWN SUPPORTERS' SOCIETY LTD (GLOVERS' TRUST) CONSTITUTION -  
POLICY No 03**

**EQUALITY AND DIVERSITY POLICY**

**(Accepted by Steering Committee vote 28 April 2016)**

Yeovil Town Supporters' Society Ltd (referred to as 'the Trust' from hereon in) is committed to operating in such a manner which embraces diversity and promotes equality of opportunity. As a Trust, we are committed to equality and valuing diversity throughout.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our members, colleagues and partners.

We will provide equality of opportunity and will not tolerate discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation<sup>1</sup>– or indeed any other unacceptable grounds.

We will demonstrate our commitment by:

- promoting equality of opportunity and diversity within the communities in which we work and with all our partners;
- aiming to build a Trust whose membership reflects the diverse communities in which we live and work, with the aim of having parity of representation across the Trust;
- encouraging memberships from groups that are under-represented in the Trust;
- treating our members, colleagues and partners fairly and with respect;
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this;
- recognising and valuing the differences and individual contribution that people make;
- providing support and encouragement to all members to increase their contributions to the Trust through the enhancement of their skills and abilities;
- building in legislative requirements and best practice to all our Trust policies and procedures, and supporting these with appropriate advice and guidance;

Every person with connections to the Trust has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone, including members of the public, Trust members and other partners. Inappropriate behaviour is not acceptable in any way.

Any member of the trust, or an individual that has had contact with the Trust, that feels as though they have not been treated fairly and with respect, should report the matter to the

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<sup>1</sup> The protected characteristics as defined by the Equality Act 2010.



The Trust will aim to deal with your complaint at the earliest opportunity; at the latest, it will be dealt with within 28 days of receipt<sup>2</sup> by the Trust Secretary. You will receive notification of the findings of your complaint in person / by phone and by email/written.

If you are not content with the decision that the Trust makes, you may complain to Supporters' Direct (SD), details of which are contained on the SD website.

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<sup>2</sup> Depending on the complexity of the complaint.