**Carlisle United Supporters Club London Branch (CUSCLB)**

**EQUALITY, DIVERSITY & INCLUSION STATEMENT OF INTENT**

**A: Introduction**

Carlisle United Supporters Club London Branch (CUSCLB) is committed to promoting the values of equality, diversity and inclusion among our Members.

Given the relationship we have with our members, with Carlisle United Football Club and within the wider football community, we have a responsibility to set and apply such standards and values.

The purpose of this statement is to ensure:

1. Equality, fairness and respect in all our procedures and activities including all online/social media activity.
2. We adhere to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, gender identity and socioeconomic group.
3. We avoid all forms of unlawful discrimination.

**B. Implementation**

CUSCLB is managed by a committee of volunteers who are elected annually from the membership. We commit that all members of the committee will, under the oversight of the elected Chair, work to:

1. Ensure equality, diversity and inclusion in everything the branch does.
2. Create an environment within the branch which is free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all our members.
3. Recognise and value individual differences and contributions by branch members.
4. Promote the values of equality, diversity and inclusion to our members.

**C. Visibility**

This policy will be published on CUSCLB’s website/social media sites.

**D. Commitments & Actions**

CUSCLB will:

1. Provide information on our website to assist CUSCLB members understand and implement this policy.
2. Work with Carlisle United Football Club and other CUFC supporters groups to promote the values of equality, diversity and inclusion among supporters.
3. Investigate all substantive complaints (made to the Chairman) about discrimination or a breach of this policy by any member or members of CUSCLB and where appropriate, take action which may include suspension of, or removal from, branch membership.

**E. Communications**

1. CUSCLB requires members to operate within the policy when representing CUSCLB in any form of internal or external communication.