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**Inclusion and Anti-Discrimination Statement of Commitment**

Harrogate Town AFC (HTAFC) is a diverse thinking organisation that values and recognises that people with different backgrounds, skills, attitudes, and experiences bring fresh ideas and perceptions. Harrogate Town AFC (HTAFC) are vigilant in treating each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child.

Our primary objectives are to improve our ED&I culture, enhance health & wellbeing, and aid in fostering stronger, safer, and more active communities. Infusing an inclusive and safe environment where everyone can thrive and all feel welcome. By promoting a supportive and inclusive culture where every individual, that are engaged or interact across all Harrogate Town AFC structures, are treated with respect and met with positivity and compassion.

Harrogate Town AFC are committed to making sure that equality, diversion, inclusion, and health & wellbeing are central in everything we do, and with the help of our stakeholders, we will use our powerful voice to make this happen.

We are committed to providing equality of opportunity and anti-discriminatory practice for all players, officials, staff, fans, members of the community, partners, and other stakeholders according to their individual needs. We will work tirelessly to motivate, educate, inspire, and empower all people to achieve their potential and improve their quality of life.

We are all responsible for upholding Harrogate Town AFC’s values by ensuring others feel included and valued, championing equality and health & wellbeing, and challenging all forms of discrimination, increasing our knowledge to develop the confidence to do so. Discrimination on the grounds of sex, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy, or maternity, ethnic or national origin or political belief has no place within Harrogate Town AFC.

All members of staff, from employment to our volunteering opportunities and to the provision of services to all service users, at Harrogate Town AFC, are committed to implementing this policy and to promoting its aims. We are continuously working towards a society where everyone is treated equally.

Using the power of football our vision is to create and maintain a healthy, happy, and connected Harrogate & District.

We believe that together we are stronger; we celebrate diversity and will proactively work with our community to ensure everyone has a fair opportunity to participate. This way Harrogate Town AFC will build a culture to be proud of – ***#ProudToBeTown***.

**Equality, Diversity, Inclusion and Health & Wellbeing Statement**

At Harrogate Town AFC (HTAFC) we endorse the principle of equality, diversity, inclusion (EDI) and health & wellbeing and will strive to ensure that everyone who wishes to be involved in HTAFC whether as players, supporters (home and away), staff, Board members, participants in our Community Foundation programmes and other people engaged with HTAFC’s activities (for example corporate partners):

• Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex, or sexual orientation.

• Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers, visitors, the public and any others in the course of Harrogate Town AFC’s operational activities.

Should you encounter any form of discrimination when visiting the EnviroVent Stadium, please could you report it to us with as much information as possible. You can report incidents to the club by texting **‘REPORT‘** followed by your stadium location detailstoour reporting hotline 07763933248 or by emailing matchday@harrogatetwonafc.com. With your help, we can help beat discrimination.

Harrogate Town AFC are proud to support the work of the following organisations in making football as inclusive as possible.

**Kick it Out**

Website - <http://www.kickitout.org/>
X (Twitter) - @kickitout
Facebook - <https://www.facebook.com/kickitoutofficial>

**Level Playing Field**

Website <http://www.levelplayingfield.org.uk/>
X (Twitter) - @lpftweets
Facebook <https://www.facebook.com/lpftweets>

**Show Racism the Red Card**

Website - <http://www.theredcard.org/>
X (Twitter) - @SRTRC

YouTube: [showracismtheredcard - YouTube](https://www.bing.com/ck/a?!&&p=4726eee9ae9955d7JmltdHM9MTY5MzM1MzYwMCZpZ3VpZD0yMGRkZjA1Ny04Nzc1LTY3OTUtM2Q2OS1lMzEzODYxZTY2NDQmaW5zaWQ9NTE5NA&ptn=3&hsh=3&fclid=20ddf057-8775-6795-3d69-e313861e6644&psq=show+racism+the+red+card+youtube&u=a1aHR0cHM6Ly93d3cueW91dHViZS5jb20vdXNlci9zaG93cmFjaXNtdGhlcmVkY2FyZA&ntb=1)

**Her Game Too**

Website: [Get Involved | #HerGameToo](https://www.hergametoo.co.uk/get-involved)

X (Twitter): @HerGameToo

Facebook: <https://www.facebook.com/hergametoo/>

**MIND**

Website:<https://mindinharrogate.org.uk/>

X (Twitter): @MindinHarrogate

Facebook: [https://www.facebook.com/MindinHarrogate/](https://m.facebook.com/story.php/?story_fbid=106132891249689&id=100777395118572)