



OSCAR India

**DIVERSITY & INCLUSION POLICY
2020**

Charity Number: 1149486

Version Control:

Version number	Author	Date	Summary of changes
0.1	Alice Lewthwaite	6 th September 2018	First draft
2.0	Alice Lewthwaite	6 th September 2020	Update review

Policy Statement

1. This Diversity and Social Inclusion Policy is compliant with the requirements and principles of The Equality Act 2010, particularly in respect of Part 7, dealing with 'associations' and membership.
2. This Policy is also compliant with the Football League Code of Practice in respect of Inclusion and Anti-Discrimination, and the values and expectations of the three levels of the Premier League Equality Standard.
3. This Policy must be applied fairly, equally, and consistently to all persons, irrespective of age, disability, sex, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation (known collectively as the protected characteristics).
4. This policy is applicable to all employees of OSCAR India (UK) Ltd., together with volunteers, and all other persons who are involved in a professional or commercial relationship with the charity.

Purpose

- OSCAR India (UK) requires a clear and widely-publicised demonstration of its commitment to eliminate all forms of discrimination.
- This policy sets out OSCAR India (UK)'s commitment towards Diversity and Social Inclusion.

Underpinning Principles

- OSCAR India (UK) is an equal opportunities charity and will not tolerate any form of discriminatory conduct, words or behaviour.
- Equality of opportunity at OSCAR India (UK) means that in all our activities we will not discriminate or in any way treat anyone less favourably on grounds of age, disability, sex, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, or sexual orientation.
- Our commitment is to confront and eliminate all such forms of discrimination.
- OSCAR India (UK) has a public facing website, www.oscar-international.org, and will publish this policy on this site.
- The charity will influence principal partners and key suppliers by sharing its commitment to promote equality and offering support by sharing best practices.
- OSCAR India (UK) has a proud tradition of being utterly opposed to any manifestation of discrimination in print, by actions or verbally, both on or off the pitch.
- OSCAR India (UK) will not tolerate sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it might occur.
- OSCAR India (UK) is committed to the development of programmes for ongoing training, awareness-raising events and activities aimed at promoting the eradication of discrimination within its own organisation, and also within the wider OSCAR 'family'.

Complaints

- Where a person has reason to complain to the charity about discriminatory treatment or behaviour, the matter will be responded to and investigated by a Trustee of the charity assigned to the complaint by Alice Lewthwaite alice@oscar-india.org and depending on the severity may also involve an agreed independent external investigating body e.g. Street Football World.
- Alternatively, contact can also be made with **Kick It Out** (Tel: 0800 169 9414) or **The Football Association** (Tel: 0800 085 0508).
- Investigation will always be completed as swiftly as possible in order to maintain confidence in the complaints process.
- At the culmination of any such investigation, information may be forwarded to the relevant Police force for their attention if it is considered relevant and in furtherance of each organisation's desire to promptly and effectively tackle discriminatory behaviour.
- Any internal charity complaint should be reported to the complainant's line manager or a Trustee and will be investigated in accordance with the charity's existing HR policies.
- The complainant's identity will be protected using the charity's internal complaints and discipline procedure.

External reference sources

Kick it Out - <http://www.kickitout.org>

The FA - <http://www.thefa.com/football-rules-governance/inclusion-and-anti-discrimination>