



## **Equality, Diversity & Inclusion (EDI) Policy**

### **1. Policy Statement**

Cardiff City Football Club Board of Directors are publicly accountable for Equality, Diversity and Inclusion and will receive regular updates on the Clubs activities and the implementation of this policy from a member of the staff board. It is the role of the Board and CEO to address any actual or potential breaches of this policy. The Board is committed to creating an inclusive, welcoming and respectful environment for everyone involved in the club, including players, staff, volunteers, supporters, partners and visitors.

We believe that football should be accessible to all and that diversity strengthens our club, our community and our performance. We are committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between all people.

This policy applies to all areas of the club's activities, including recruitment, selection, training, matchday operations, participation, discipline and governance.

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### **2. Our Commitment**

Cardiff City Football Club will:

- Treat everyone with dignity and respect
- Provide equal opportunities regardless of background or identity
- Challenge discrimination, harassment and victimisation
- Promote a culture of fairness, inclusion and belonging
- Ensure our policies, practices and behaviours reflect our values

We will comply with all relevant equality legislation and best practice guidance.

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### **3. Protected Characteristics**

This policy covers all individuals and protects against discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic origin)



- Religion or belief
  - Sex
  - Sexual orientation
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#### **4. Scope of the Policy**

This policy applies to:

- Players at all levels
  - Employees and workers
  - Volunteers
  - Coaches and officials
  - Board members
  - Supporters and visitors
  - Contractors and partners acting on behalf of the club
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#### **5. Responsibilities**

**The Board and Senior Management will:**

- Lead by example and promote inclusive behaviours
- Ensure adequate resources are allocated to EDI initiatives
- Monitor compliance with this policy
- Review progress annually

**Managers and Coaches will:**

- Apply this policy fairly in all decisions
- Challenge inappropriate behaviour
- Support individuals who raise concerns
- Promote inclusive team environments

**All Staff and Players will:**

- Treat others with respect
- Follow this policy and the club's Code of Conduct



- Report discrimination or harassment
  - Contribute to a positive and inclusive culture
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## 6. Recruitment and Selection

Cardiff City Football Club is committed to fair and inclusive recruitment.

We will:

- Recruit based on merit and ability
  - Use transparent and unbiased selection processes
  - Encourage applications from underrepresented groups
  - Make reasonable adjustments for disabled applicants
  - Monitor recruitment data where appropriate
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## 7. Participation and Access

We will work to ensure that our facilities, services and activities are accessible and inclusive by:

- Making reasonable adjustments for disabled participants
  - Providing information in accessible formats when required
  - Supporting different cultural and religious needs where possible
  - Ensuring safeguarding and welfare are central to participation
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## 8. Harassment, Bullying and Discrimination

Harassment, bullying or discrimination will not be tolerated in any form, including:

- Racist, sexist, homophobic or transphobic language
- Offensive jokes, gestures or behaviour
- Exclusion or unfair treatment
- Online abuse or social media harassment

Any breaches of this policy may result in disciplinary action, including removal from the club.

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## 9. Reporting and Complaints



Anyone who feels they have been treated unfairly or witnessed discrimination is encouraged to report it.

Reports can be made to:

- A Head of Department or coach
- The Club Safeguarding Officer
- A designated EDI Lead
- Via scanning the “Don’t Wait Report it” App (which can be found on notice boards around the stadium) or text “ISSUE” to 07484 070422 confirming details of the incident.

All complaints will be:

- Taken seriously
- Handled confidentially where possible
- Investigated fairly and promptly
- Managed without victimisation

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## 10. Training and Awareness

The club will:

- Provide EDI and safeguarding training where appropriate
- Promote awareness of equality and inclusion issues
- Support campaigns that tackle discrimination in football
- Encourage open discussion and learning

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## 11. Monitoring and Review

We will:

- Collect equality monitoring data where appropriate
- Review this policy annually
- Use feedback to improve our practices
- Publish key updates and actions

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## 12. Communication



This policy will be:

- Shared with all staff, players and volunteers
  - Available on the club website
  - Included in induction materials
  - Promoted at club events and activities
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### **13. Policy Review**

This policy will be reviewed annually or sooner if required due to:

- Legislative changes
  - Organisational changes
  - Learning from incidents or complaints
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**Ken Choo**  
**Chief Executive Officer**  
**Date: 17<sup>th</sup> February 2026**