

EQUAL OPPORTUNITIES AND INCLUSION STATEMENT



Introduction

At Aberdeen Football Club (“**Club**”) and Aberdeen FC Community Trust (“**Trust**”), we are proud to be a welcoming organisation for all. We aim to create a culture where everyone, regardless of their connection to the Club or Trust, can thrive.

Our Commitment

We are committed to promoting equality, diversity, and inclusion in all areas of our organisation. We believe in creating a workplace and culture where everyone is treated with dignity and respect, regardless of background or characteristics.

We do not tolerate discrimination in any form and strive to ensure that everyone, including, but not limited to – employees (including players), workers, volunteers, job applicants, clients, customers or partners, are treated fairly and with respect.

Legal Framework

We fully uphold our responsibilities under the Equality Act 2010, and ensure equal treatment regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation (*Protected Characteristics*).

Inclusive Practices

Our commitment extends to:

- *Recruitment and selection*: based on merit with inclusive, unbiased processes.
- *Employment policies*: reviewed regularly to ensure fairness, accessibility and inclusivity.
- *Training and development*: opportunities open to all, supporting continuous learning and career growth.
- *Workplace accessibility*: we take reasonable steps to accommodate additional support needs and create an inclusive working environment.

Representation and Monitoring

We monitor diversity data during recruitment and employment to help ensure our practices remain fair and representative. This data is anonymised and used to identify and address any areas where inclusion can be further strengthened.

Raising Concerns

We encourage a culture where concerns can be raised safely. We take any reports of discrimination, harassment, or unfair treatment seriously and act on them in line with our internal procedures.