

## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

### **1. Introduction**

- 1.1. This document is drafted in accordance with the existing Rules of Raith Rovers Independent Supporters' Society Limited adopted pursuant to a resolution of the Society at a General Meeting held on 27<sup>th</sup> November 2025 and the Best Practice guidance issued by Supporters Direct Scotland.
- 1.2. The purpose of this policy is to ensure that:
  - 1.2.1. Equality, fairness and respect are promoted and protected in all our procedures and activities.
  - 1.2.2. 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.
  - 1.2.3. We oppose and avoid all forms of unlawful discrimination. This includes Society activities, membership and dealing with grievances and discipline.

### **2. Definitions**

- 2.1. "Co-opted Member(s)" means a person(s) who is/are a Member(s) and has/have been elected to the Society Board by Society Board Members but not elected by the Members.
- 2.2. "Disciplinary Policy" means a detailed set of rules and regulations of the Society set out in a separate policy statement.
- 2.3. "Member(s)" means a member(s) of the Society.
- 2.4. "Rules" means the rules and regulations of the Society laid out in the separate Rules document.
- 2.5. "Society" means Raith Rovers Independent Supporters' Society Limited (also known as Raith Supporters Trust).
- 2.6. "Society Board" means the elected Board of the Society including any co-opted Society Board Members.
- 2.7. "Society Board Member(s)" means a Member(s) of the Society Board including any persons co-opted onto the Society Board in accordance with the Rules.

### **3. Implementation**

- 3.1. The organisation commits to:
  - 3.1.1. Encourage equality, diversity and inclusion in everything we do.
  - 3.1.2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
  - 3.1.3. Recognise and value individual differences and contributions.
  - 3.1.4. Provide or obtain training for Board members on the issues of equality, diversity and inclusion.

#### **4. Visibility**

- 4.1. A copy of this document will be signed by all appointed and new Society Board Members for their awareness of their responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- 4.2. This policy will be published on our website.

#### **5. Commitments & Actions**

- 5.1. We will provide information, materials or suitable training to the Board to assist in the operation of this policy.
- 5.2. We will immediately address issues and complaints about discrimination or a breach of this policy.
- 5.3. Investigations will be fair but may result in disciplinary action in line with the Disciplinary Policy.
- 5.4. The organisation may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.
- 5.5. The organisation requires its Board, volunteers and members to behave appropriately in the context of representing the organisation or the club in all forms of communication.

I confirm that I have read the above guidelines, and agree to abide by them:

Sign:

Print:

Date: