

NFF's Equality Statement

Equality Statement

For Nottingham Forest Foundation (NFF), **equality** is not about treating everyone the same; it's about ensuring that everyone has **equal access to opportunities** - through taking into account the **differing needs and capabilities of people**.

Protected Characteristics

Diversity is about recognising and valuing differences through the **inclusion** of as many people as possible, regardless of whether those differences relate to **protected characteristics** such as **age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race** (which includes **colour, nationality, citizenship** and **ethnic or national origin**), **religion or belief, sex** (or **gender identity**) and/or **sexual orientation**.

Valuing All Differences

However, **diversity** and **inclusion** also includes **valuing other differences** linked to such things as **homelessness, income levels, having previous criminal convictions, commitments outside of work, working part-time or shift work, language, union activity, health status, perspectives, opinions** and/or an individual's **personal values** etc.

Equal Opportunity

Therefore, for NFF, **practicing equality** is about ensuring that every individual has an **equal opportunity** to make the most of their lives and their talent; and a belief that no one should have a poorer life chance because of such things as **the way they were born, where they come from, what they believe** - or whether they have a **disability** etc. And equality is also about recognising that certain groups of people have historically experienced discrimination. **It is because of this belief and understanding that NFF is committed to the following:**

"NFF are fully committed to equality, diversity, inclusion and anti-discrimination - including mental health and wellbeing. We will work to address areas of under-representation and disadvantage in all aspects of our operations, activities and services. In practice, this means that we will respect the needs of each and every individual regardless of their differences; and to this end we will deliver our operations, activities and services in such a way so as to ensure that no one is excluded."

Equality Champions

NFF have appointed an **Equality, Diversity & Inclusion Lead** at **Board** and **Management level** who have responsibility for **promoting** equality, diversity and inclusion - including mental health and wellbeing - within NFF and in the delivery of our services. NFF has also appointed an **Equality, Diversity & Inclusion Lead** at **Staff level** who has responsibility for **implementing** and **monitoring** equality, diversity and inclusion - including mental health and wellbeing - within NFF and in the delivery of its services.

Equality, Diversity & Inclusion Working Group Equality Leads			
	Board Lead	Management Lead	Staff Lead
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Last Reviewed & Updated: February 2025 (Next Review February 2028)

NFF will review this **Equality Statement** at least annually. In addition, more frequent reviews will be undertaken following any relevant change in legislation; as part of a process following the outcomes of our equality audits; following implementation of a new activity or service; and/or following any major equality, diversity, inclusion and/or discrimination incidents within NFF or the affiliated Club.