

# HUDDERSFIELD TOWN AFC

## HATE CRIME POLICY

### The Policy

Hate crime is the most marked manifestation of hostility and prejudice in our society. Being targeted either wholly or partly due to a personal characteristic (including those characteristics considered 'protected' under the Equality Act 2010) can have a devastating impact upon the victim(s) and, in some situations, have a detrimental effect on community cohesion. Victims may feel isolated and afraid of further incidents, which is likely to impact significantly on their life.

Tackling hate crime is a priority for Huddersfield Town AFC and forms part of our 'Terriers Together' Equality, Diversity, and Inclusion Strategy. Members of the Equality and Safeguarding Working Group have identified equality objectives relating to hate crime; however, it is the responsibility of all staff and other parties engaged with the Company to identify, address, reduce, and prevent hate crime – being a bystander is not an option.

As a Company we pride ourselves on the diverse and inclusive nature of our environment in which all characteristics under the Equality Act 2010 are respected; we want everyone to feel valued and included and to be able to achieve their full potential. Across the Club, the Huddersfield Town Foundation, and the Huddersfield Town Women's Team, we have a zero-tolerance approach to any form of discrimination, and we are committed to the redress of any inequalities by taking positive action where appropriate. This policy reinforces our 'Terriers Together' ethos of respect and inclusion for all.

### Who is Covered by the Policy?

This policy applies to all employees/workers of HTAFC, the Huddersfield Town Foundation, and the HTAFC Women's team (referred to as 'the Company' in this document), whether full-time or part-time, permanent, fixed-term or casual, and irrespective of length of service.

The policy also applies to supporters, where applicable, in terms of their relationship and engagement with the Club, in person, via social media channels, or in any other forum.

### Purpose of the Policy

The aim of this policy is to ensure that the Company (including staff, supporters, and other parties) works effectively to deal with hate crime and to:

- Raise awareness and develop understanding of hate crime, including understanding of and empathy towards victims and witnesses of harassment.
- Have a victim-centred approach to ensure that all victims and witnesses can access the support they need to recover from the impact of the crime.



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- Publicise and promote our policies and procedures, including our incident reporting procedures, to instil trust and confidence that any disclosures will be treated seriously, and managed in a sensitive and confidential manner.
- Respond promptly to reports of hate crime.
- Monitor cases of hate crime and hate incidents and maintain accurate records.

## What is Hate Crime?

The Police and CPS define hate crime as:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on: a person's **race** or perceived race; **religion** or perceived religion; **sexual orientation** or perceived sexual orientation; **disability** or perceived disability, and any crime motivated by hostility or prejudice against a person in relation to their **gender identity** or perceived gender identity."

There is a distinction between a hate crime and a hate incident:

"A hate incident is any incident which the victim, or anyone else, believes to be based on someone's prejudice towards them because of their race, religion, sexual orientation, disability, or because they are transgender." (CPS Guidance)

A hate incident does not necessarily break the law; where a hate incident amounts to a criminal offence, and is based on one of the five protected characteristics, it is known as a hate crime.

Hate crimes are distinct from general anti-social behaviour in that they are perceived to be motivated by prejudice or hatred against people with an identifiable characteristic. Hate crimes may also include hostility or hatred based on other characteristics such as age, gender, political affiliation, or vulnerability.

Conduct that will be considered as a hate incident, and potentially a hate crime, includes:

- Verbal abuse;
- Harassment;
- Bullying or intimidation;
- Physical attacks/assault;
- Threats of violence;
- Hoax calls, abusive phone or text messages, hate mail;
- Online abuse;
- Displaying or circulating discriminatory literature or posters;
- Graffiti;



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- Damage to property or belongs, including arson and vandalism; and,
- Malicious complaints.

The list above is not intended to be exhaustive.

The Company has a zero-tolerance policy towards hate incidents and hate crime. It is of the utmost importance to us that every member of our community feels safe in our environments, and we take any instances that threaten this safety extremely seriously.

We work closely with the Police to ensure we have appropriate strategies in place to respond to hate crime, hate incidents, and any community tensions (including those involving supporters of other football clubs).

## Reporting Hate Crimes and Hate Incidents

Everyone has the right to live without fear and harassment, therefore, it is important that victims and/or witnesses report anything they believe to be a hate crime or incident. Reporting may also be on behalf of someone else, for example, a friend, family member, or colleague. We all have a duty to keep our community and workplace safe; unless we know what is happening, it is difficult to take appropriate action. Reporting does make a difference and we can prevent hate crime happening to someone else. Reporting also helps the Police to understand the level of hate crime and incidents in our local area and improve the way they respond to them.

A hate crime or hate incident can be reported to:

### The Police

For emergencies, call the Police on **999**.

For non-emergencies, call the Police central number on **101**.

For useful information on a match day, follow the West Yorkshire Police Twitter account @WYP-HTAFC

HTAFC's Dedicated Football Officer is PC 5082 Harvey Bingham, and he can be contacted on [harvey.bingham@westyorkshire.pnn.police.uk](mailto:harvey.bingham@westyorkshire.pnn.police.uk) Please note that to report a crime, first report to **101** to be issued with a crime number, which will enable the district officers and PC Bingham, where applicable, to investigate.

### True Vision

True Vision is a Police website-based reporting system [www.report-it.org.uk](http://www.report-it.org.uk) It provides details about how to report hate crimes and incidents and includes a video clip in British Sign Language (BSL). A True Vision mobile phone app is also available.

### Stop Hate UK

We recognise that not everyone wants or is able to report hate crimes and incidents directly to the Police. Incidents can be reported directly to an independent organisation, Stop Hate UK by telephone to **0800 138 1625**. This is a free, 24-hour phone service. Incidents can also be reported online at [talk@stophateuk.org](mailto:talk@stophateuk.org) and by text to **07717 989 025**.



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Stop Hate UK is entirely independent of the Police and will not pass on an individual's details without their explicit consent. If requested, Stop Hate UK will report the incident to the Police on behalf of the person who makes the report.

## Report It Text Line

Any language and/or behaviour at our home fixtures that makes someone feel uncomfortable or could qualify as abusive or discriminatory behaviour, or a hate crime, can be reported via the Stadium report line. Phone or text **07741 528 949**, telling us in which block and stand the incident has occurred.

## Kick It Out

'Kick It Out' have their own reporting lines. Email [info@kickitout.org](mailto:info@kickitout.org), call **0800 169 9414**, tweet @kickitout, visit [www.facebook.com/kickitoutofficial](http://www.facebook.com/kickitoutofficial) or download the official 'Kick It Out' App from the App Store or Google Play.

## Via the Company's Reporting Procedures

The Company has incident reporting flowcharts applicable to players, members of staff, supporters, and participants on our community programmes. The flowcharts are appended to this policy.

## Potential Action and/or Outcomes

Any identified individual alleged to be a perpetrator of a hate incident or hate crime will be subject to investigation and potential action in accordance with the Company's policies and procedures.

For supporters, any investigation and potential outcomes will be in accordance with the Sanctions Policy.

For members of staff, allegations of hate incidents or hate crimes will usually be investigated in accordance with the Company's Disciplinary Policy and Procedure and may be subject to a formal hearing and disciplinary sanction, up to and including summary dismissal.

If the Police or other agency are involved, other action may be taken independently of the Company, but which may have implications for any future engagement with us.

## General Data Protection Regulation

The Company processes personal data collected during employment and other processes in accordance with its Privacy Notices. Any data collected is held securely and only accessed by, and disclosed to, other individuals or third parties in accordance with data protection legislation. Inappropriate access or disclosure of data constitutes a data breach and should be reported immediately in accordance with the Company's Privacy Notices.

## Communication

A copy of this document is held on X:\GENERAL AREA\Staff Handbook and additional policies and procedures, and within 'YouManage', the company's HR system.

A copy of this document is also available from the Company's website [www.htafc.com](http://www.htafc.com) within the Fans and Terriers Together sections.

## Law Relating to this Document

Sections 28-32 of the Crime and Disorder Act 1998  
Sections 145 and 146 of the Criminal Justice Act 2003  
Equality Act 2010

## Document Information

### Implementation, Monitoring and Review of this Policy

This policy was designed, reviewed and/or updated in November 2021. Version No. 1.

The Chief Executive Officer has overall responsibility for the implementation and monitoring of this policy. The policy will be reviewed on a regular basis and the Company reserves the right to make changes to the policy as appropriate, in line with legislative changes or amendments to our working practices.

Understanding and supporting this policy is not only essential to providing a positive environment for everyone, but it is also critical to the success of our brand.

Any queries or comments about this policy should be addressed to the Human Resources Manager or the Chief Executive Officer.

This policy does not form part of any employee's contract of employment. We may depart from it at any time or amend the policy from time to time at our discretion.

Thank you for reading this policy.

## Related documents

Club Charter  
Disciplinary Policy and Procedure (Staff)  
Equality Policy  
Health and Safety Policy  
Safeguarding Policies  
Sanctions Policy



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# HTAFC SUPPORTERS REPORTING PROCEDURES

## FOR ALLEGATIONS OF DISCRIMINATION, HARASSMENT AND ABUSE

HUDDERSFIELD TOWN FOOTBALL CLUB HAS A ZERO-TOLERANCE APPROACH TO ALL FORMS OF DISCRIMINATORY BEHAVIOUR, INCLUDING (BUT NOT LIMITED TO) RACIAL, HOMOPHOBIC/TRANSPHOBIC, SEXIST, AGEIST OR OTHER DISCRIMINATORY LANGUAGE OR BEHAVIOUR, AND WE ARE COMMITTED TO MAKING OUR STADIUM INCIDENT-FREE.

EVERYONE ATTENDING A MATCH AT OUR STADIUM HAS THE RIGHT TO FEEL SAFE, VALUED AND INCLUDED AND WE ENCOURAGE SUPPORTERS TO PLAY THEIR PART IN THIS BY REPORTING ANY INCIDENTS THEY ARE A VICTIM OF, OR ARE WITNESS TO.

AN INDIVIDUAL WHO BELIEVES THEY HAVE BEEN THE VICTIM OF DISCRIMINATION, HARASSMENT OR ABUSE ON MATCH DAY SHOULD NOTIFY THE NEAREST STEWARD, OR ALTERNATIVELY CONTACT THE CLUB'S 'TACKLE AND TEXT' REPORTING LINE ON **0774 1528 949** GIVING FULL DETAILS OF THE INCIDENT AND WHICH STAND, ROW AND SEAT IT TOOK PLACE.

ALTERNATIVELY, OR IF AWAY FROM MATCHDAY, INDIVIDUALS CAN CONTACT THE SUPPORTER SERVICES TEAM ON [supporterservices@htafc.com](mailto:supporterservices@htafc.com) TO REPORT AN INCIDENT. SUPPORTERS CAN ALSO CHOOSE TO REPORT SUCH INCIDENTS TO KICK IT OUT VIA THEIR REPORTING APP OR EMAIL ADDRESS.

IF THE PERPETRATORS ARE IDENTIFIED, AN INVESTIGATION WILL TAKE PLACE AND THEY WILL BE WRITTEN TO WITH AN IMPOSED SANCTION WHICH CAN RANGE FROM EXCLUSION FROM THE MATCH UP TO AN INDEFINITE BAN, AT THE DISCRETION OF THE CLUB SAFETY OFFICER AND IN ACCORDANCE WITH THE CLUB'S SANCTIONS POLICY GUIDELINES.

AN APPOINTMENT WILL BE MADE AT THE EARLIEST OPPORTUNITY FOR THE PERPETRATOR TO MEET WITH THE KSDL SAFETY OFFICER AND HTAFC OPERATIONS DIRECTOR TO DISCUSS THE INCIDENT. IN MOST CASES THE INDIVIDUAL WILL BE REQUIRED TO SIGN AN APPROPRIATE BEHAVIOUR AGREEMENT BEFORE ANY EXCLUSION IS LIFTED. IF NECESSARY, A SECOND APPEAL WILL BE HEARD BY AN APPEAL BOARD CONSISTING OF A SENIOR MEMBER OF KSDL STAFF AND HTAFC MANAGEMENT TEAMS. ANY EXCLUSION WILL CONTINUE UNTIL THE OUTCOME HAS BEEN REACHED. THE DECISION OF THE APPEAL BOARD WILL BE FINAL.

WHERE IT IS CONSIDERED APPROPRIATE, THE CLUB MAY OFFER AN EDUCATION COURSE AS PART OF THE SANCTION PROCESS, AND THIS WILL BE COMMUNICATED TO THE INDIVIDUAL CONCERNED IN WRITING IN THE FIRST INSTANCE.

WHERE THE INCIDENT OF HARASSMENT, VICTIMISATION OR DISCRIMINATION AMOUNTS TO A CRIMINAL OFFENCE, THE APPROPRIATE AUTHORITY WILL BE INFORMED AND THE CLUB/KSDL MAY PROVIDE INFORMATION TO THESE BODIES WHERE APPROPRIATE.





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# HUDDERSFIELD TOWN FOUNDATION PARTICIPANTS REPORTING PROCEDURES

## FOR ALLEGATIONS OF DISCRIMINATION, HARASSMENT AND ABUSE

THE HUDDERSFIELD TOWN FOUNDATION CONSIDERS ALL OF THE FORMS OF DISCRIMINATORY BEHAVIOUR, INCLUDING (BUT NOT LIMITED TO) RACIAL, HOMOPHOBIC/TRANSPHOBIC, SEXIST, AGEIST OR OTHER DISCRIMINATORY LANGUAGE OR BEHAVIOUR, AS UNACCEPTABLE, AND IS CONCERNED WITH ENSURING INDIVIDUALS FEEL ABLE TO RAISE ANY LEGITIMATE GRIEVANCE OR COMPLAINT RELATED TO SUCH LANGUAGE AND/OR BEHAVIOUR WITHOUT FEAR OF BEING PENALISED FOR DOING SO.

ALL PARTICIPANTS IN THE HUDDERSFIELD TOWN FOUNDATION'S PROGRAMMES HAVE THE RIGHT TO EXPECT THAT THE FOUNDATION WILL INVESTIGATE ANY INCIDENT FULLY, AND THAT THE APPROPRIATE ACTION WILL BE TAKEN AGAINST ANYONE WHO VIOLATES OUR EQUALITY POLICY.

AN INDIVIDUAL WHO BELIEVES THEY HAVE BEEN TREATED IN A WAY THAT BREACHES OUR EQUALITY POLICY SHOULD COMPLAIN DIRECTLY TO A MEMBER OF THE HUDDERSFIELD TOWN FOUNDATION'S SENIOR MANAGEMENT TEAM, IN THE FIRST INSTANCE.

ALTERNATIVELY, A COMPLAINT MAY BE MADE TO MAUREEN QUINN [Maureen.Quinn@htaFOUNDATION.com](mailto:Maureen.Quinn@htaFOUNDATION.com), OR ANY MEMBER OF STAFF WITHIN THE HUDDERSFIELD TOWN FOUNDATION, WHO WILL ENSURE THE APPROPRIATE LINE MANAGER IS NOTIFIED AND THAT ALL NECESSARY ENQUIRIES AND ACTION TO RESOLVE THE ISSUES CAN BE TAKEN.

IF THIS INITIAL INTERVENTION DOES NOT RESOLVE THE MATTER, OR IN THE CASE OF ALLEGATIONS OF DISCRIMINATORY BEHAVIOUR AGAINST HUDDERSFIELD TOWN AFC ITSELF, THE PERSON MAY RAISE THE MATTER BY WRITING DIRECTLY TO SIOBHAN ATKINSON, CHIEF EXECUTIVE OFFICER, BY EMAIL TO [Siobhan.Atkinson@htaFOUNDATION.com](mailto:Siobhan.Atkinson@htaFOUNDATION.com) OR TO ZOE SHACKLETON, HR MANAGER, [Zoe.Shackleton@htaFC.com](mailto:Zoe.Shackleton@htaFC.com)

THE HUDDERSFIELD TOWN FOUNDATION WILL NOMINATE AN APPROPRIATE MEMBER OF STAFF TO INVESTIGATE ANY COMPLAINT THAT MAY BE RECEIVED. THE INVESTIGATION WILL BE CONDUCTED IMPARTIALLY, CONFIDENTIALLY, AND WITHOUT AVOIDABLE DELAY. ANY PERSON AGAINST WHOM A COMPLAINT HAS BEEN MADE WILL BE INFORMED OF THE ALLEGATION(S) AND GIVEN THE OPPORTUNITY TO PRESENT THEIR SIDE OF THE MATTER.

