



**Equality, Diversity, Inclusion (EDI) &
Mental Health and Wellbeing**
Sunderland AFC Board of Directors Statement & Commitment

Sunderland AFC's Board of Directors are publicly accountable and committed to the work that the club engage in, to support its Equality, Diversity, and Inclusion (EDI) Journey. The Board will receive regular updates on the activities and the implementation of the Equality Policy and the club's Mental Health and Wellbeing Policy.

All employees have responsibilities to respect, act in accordance with and thereby support and promote the intentions of Sunderland AFC's Equality Policy, Mental Health and Wellbeing Policy and Equality activities across the club and where appropriate, individual work programmes will be amended to include Equality related tasks.

The club's COO will have responsibility for overseeing the delivery of the club's Equality Action plan and the club's Mental Health & Wellbeing plan, along with club staff, the Board of Director's, and the Board Equality Champion.

Role & Responsibilities - Club Equality Champion

- To advise the Board on an ongoing basis on policy and strategy with regards to all equality matters and to support the EFL Equality Code of Practice submission.
- This includes advising the Board on opportunities to increase membership through the engagement of equality groups, and to inform the Board of any business risk relating to current equality and other policies and procedures.
- To Chair or attend any internal equality sub-groups and provide the link between the group and the Board.
- To advise and promote the equality work of the organisation publicly and internally.
- To attend any disciplinary hearings which are the subject of an equality issue.
- To be responsible for ensuring that the Equality Action Plan is being resourced and implemented, and monitoring information against the progress of the Plan is communicated to Board, staff and members on an annual basis.
- To be an advocate for supporting the implementation of the club's Mental Health and Wellbeing Policy and its action plans.

Igor Levin, Equality Champion
Board of Directors

Steve Davison, Equality Champion
Chief Operating Officer

Sunderland Association Football Club
www.safc.com