



Reading Football Supporters' Society Limited,  
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[www.star-reading.org](http://www.star-reading.org)

## **POLICY ON INCLUSIVITY AND EQUALITY**

<b>Date of Review</b>	<b>Reason for review</b>	<b>Amendments</b>
10/11/2011	New Policy Approved	Not Applicable
13/02/2014	Periodic Review	None
11/08/2016	Periodic Review	Revised Format and new Para. 4 added
13/09/2018	Periodic Review	None
14/02/2020	Periodic Review	New Para. 4 on racism etc.
10/11/2022	Periodic Review	None

### **1. Introduction**

This document is drafted in accordance with the Rules of Reading Football Supporters' Society Limited and sets out the Policy on Inclusivity and Equality adopted pursuant to a resolution at a STAR Board Meeting held on 10<sup>th</sup> November 2011.

### **2. Definitions**

Definitions of the terms used in this policy are laid out in a separate Definition of Terms document, which should be read in conjunction with this Policy.

- 3.** STAR recognises the principle of inclusivity and equality and, in support of its objectives, resolves to be an inclusive and representative organisation: open and accessible to all supporters of Reading Football Club regardless of age, marital status, income, race, ethnicity, gender, disability, sexuality or religious belief.
- 4.** In view of the increase in racist and discriminatory behaviour by some football 'supporters' generally, the following section was added to the Policy in February 2020.

- 4.1. Racism must be stamped out of football. STAR can play a part in tackling racist fan behaviour.
- 4.2. Both the law of the land, The Football (Offences) Act 1991 as amended and the Crime and Disorder Act 1998, the F.A. Rule E3, EFL Ground Regulations 10 and 11 and Reading Football Club's own Equality Policy act as deterrents and punishments for racist behaviour; STAR endorses the use of these by the empowered authorities.
- 4.3. STAR supports the work of the FSA and Kick It Out in the fight against racism.
- 4.4. STAR supports the use of SAFE – the in-stadium text reporting service – by its members and other supporters at home and away games.
- 4.5. It goes without saying that STAR condemns racist abuse directed at players, managers and supporters via social media. From time to time, but not always, STAR will explicitly state this and support the targets of such abuse.
- 4.6. In the event of racist abuse during a match by a significant number of people, STAR will support players walking off the pitch, if this is done following the established three steps protocol.
- 4.7. Points 4.2, to 4.5 above also apply in the event of homophobic abuse.
5. This policy will be reviewed by STAR's Board biennially, but members can call for it to be reviewed at any time by contacting the Secretary.