



CONSTITUTION OF PRIDE IN FOOTBALL

1. Defined Terms and Interpretation

1.1 In this Constitution, unless the context requires otherwise:

“**AGM**” means the Annual General Meeting, as outlined in Condition 6;

“**Committee**” means the committee of Pride in Football in accordance with Condition 5;

“**Fans Group**” has the meaning given in Condition 4.4;

“**LGBT+**” means lesbian, gay, bisexual, trans and other gender or sexual identities that are commonly understood to be included in the LGBT+ community;

“**Member**” means a member of Pride in Football in accordance with Condition 4;

“**Officer**” means a person in one of the positions outlined in Condition 5.4;

“**PiF**” means Pride in Football and any subsidiary organisations, not including Members;

“**Protected Characteristics**” has the meaning as set out in Section 4 of the Equality Act 2010, as amended from time to time or replaced with similar legislation;

“**Trans+**” means anyone who identifies as being Transgender, Non-Binary or Gender Diverse;

“**UK**” means the United Kingdom of Great Britain and Northern Ireland;

“**Voting Member**” means a Member of Pride in Football with voting rights at a general meeting in accordance with Condition 4.9;

“**Writing**” means the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied in electronic form or otherwise.

1.2 Any phrase introduced by the terms “including”, “include”, “in particular” or any similar expression shall be construed as illustrative and shall not limit the sense of the words preceding those terms.

1.3 Unless the context otherwise requires, words in the singular shall include the plural and words in the plural shall include the singular.

2. Name of Group

2.1 The network of LGBT+ football Fans Groups in the UK shall be known as Pride in Football (“**PiF**”).

3. Objectives

3.1 The objectives of PiF are to:



- 3.1.1 share good practice amongst Fans Groups, clubs and strategic partners;
- 3.1.2 enable and facilitate new Fans Groups to form;
- 3.1.3 represent the interests of LGBT+ football fans to the game's administrators and others;
- 3.1.4 promote and encourage diversity and inclusion on the basis of Protected Characteristics; and
- 3.1.5 represent and campaign on behalf of LGBT+ football fans on priorities decided by the members at the AGM with the overarching goal of combating LGBT+ phobia in football.
 - 3.1.5.1 The PiF Committee should not decide priorities or actions that contradict the agreed priorities at the most recent AGM.
 - 3.1.5.2 If the PiF Committee wishes to support an action or priority that is considered to be of material interest to PiF or that does not uphold agreed priorities, they must first consult with the membership. This may be through informal discussions, if deemed appropriate, or a general meeting in line with Condition 6.7.
 - 3.1.5.3 The membership continues to reserve their right to hold a general meeting under Condition 6.5 should there be a desire to discuss or debate a priority or action decided by the PiF Committee.

4. Membership

- 4.1 The Secretary of PiF will be responsible for maintaining membership records and ensuring any compliance with data protection regulations.
- 4.2 Membership of PiF will be open to individuals or organisations interested in promoting the objectives, set out in Condition 3 above, who:
 - 4.2.1 qualify for one of the membership types specified in Condition 4.3;
 - 4.2.2 complete a membership form issued by PiF, as amended from time to time;
 - 4.2.3 are approved by the Committee of PiF or under a process agreed by the Committee; and
 - 4.2.4 agree in writing to:
 - 4.2.4.1 become a Member;
 - 4.2.4.2 adhere to the PiF Code of Conduct set out in Annex 1; and
 - 4.2.4.3 be bound by the provisions of this Constitution, whether as an individual or through an authorised representative.
- 4.3 There are three types of membership:



- 4.3.1 Fans Group;
- 4.3.2 Individual Ally; and
- 4.3.3 Organisation Ally.

Fans Groups

- 4.4 To be eligible for Fans Group membership, the applicant must:
 - 4.4.1 be an LGBT+ Fans Group for a UK based professional football club or national team;
 - 4.4.2 have adopted, as a minimum, the PiF Code of Conduct in Annex 1 for their Fans Group;
 - 4.4.3 acknowledging that groups may host membership through social media and other third-party platforms and there may not have a data collection-based sign-up process, where groups do offer such a membership sign-up process, they provide PiF with summary data upon reasonable request and subject to the agreement of their membership;
 - 4.4.4 can evidence an active membership base; and
 - 4.4.5 be acknowledged by the football club that they support, where the PiF Committee deem it reasonable.

Individual Ally

- 4.5 To be eligible for Individual Ally membership, the applicant must be an individual who supports a UK based football club that does not have a Fans Group.
- 4.6 If the club an Individual Ally member supports at any point has a Fans Group start, the Individual Ally membership shall cease to be valid.
- 4.7 In exceptional circumstances, an Individual Ally may support a club that has a Fans Group. This is at the discretion of the Committee.

Organisation Ally

- 4.8 To be eligible for Organisation Ally membership, the applicant must be an organisation that:
 - 4.8.1 is based in the UK or undertakes work in the UK;
 - 4.8.2 is football focused or has work involving football; and
 - 4.8.3 has aims or objectives similar to PiF.
- 4.9 Whilst all Members are able to attend and speak at general meetings, only Fans Group Members are eligible to have voting rights. As a basis, all Fans Groups shall start with voting rights and subsequently be classed as Voting Members.



However, some Fans Groups may be removed as Voting Members, due to the parameters set out in Condition 6.18.

4.10 Membership of PiF is terminated if the Member concerned:

- 4.10.1 gives written notice of resignation to the Committee;
- 4.10.2 passes away or, if a Fans Group or Organisation, ceases to exist;
- 4.10.3 ceases to be entitled to be a Member under this Constitution; or
- 4.10.4 is removed from the membership under a procedure approved by the Committee.

4.11 Membership of PiF is not transferable.

5. The Committee

5.1 The PiF Committee shall comprise of no more than 12 people.

5.2 Committee members shall be elected at a general meeting or temporarily co-opted in line with Condition 5.9 below.

5.3 Candidates for Committee must be a part of a Fans Group or an Individual Ally.

5.4 Where possible, the Committee shall consist of the following roles:

5.4.1 Two Co-Chairs of different gender identities who are jointly responsible for the successful running of PiF relationship management with the football authorities and stakeholders, and providing wider support to other Committee members;

5.4.2 Secretary, who is responsible for the administration associated activities within PiF including but not limited to:

5.4.2.1 scheduling the AGM and Committee meetings;

5.4.2.2 production of the minutes of meetings;

5.4.2.3 timely circulation of minutes; and

5.4.2.4 managing membership information;

5.4.3 Treasurer, who is responsible for managing the budget and annual accounts of PiF;

5.4.4 Campaigns Officer, who is responsible for the execution and delivery of agreed campaigns to further PiF's objectives;

5.4.5 Membership Officer, who is responsible for engaging with members of PiF and providing a point of contact for issues members wish to raise. The Membership Officer will also co-ordinate with the Secretary regarding data protection;



- 5.4.6 Digital Communications Officer, who is responsible for managing communications channels including social media and web;
 - 5.4.7 Black Members Officer, who is responsible for leading on improving race equality and inclusion within PiF;
 - 5.4.8 Disabled Members Officer who is responsible for leading on improving disability equality and inclusion within PiF;
 - 5.4.9 Women's Members Officer who is responsible for leading on improving gender equality and inclusion within PiF;
 - 5.4.10 **Trans+** Members Officer who is responsible for leading on improving Trans+ equality and inclusion within PiF; and
 - 5.4.11 Special Projects Officer, who is responsible for the organisation of events and/or projects determined by the Committee, including but not limited to, social, fundraising and networking events.
- 5.5 The term of office for each Committee member shall expire at the third AGM following their election.
- 5.6 No person may serve as an Officer for more than 6 consecutive years (two terms). After holding an Officer position for 6 consecutive years, a person cannot be an Officer for a period of at least two years.
- 5.7 In the event of a vacancy of any named Officer position, a ballot of Members should be held as soon as reasonably possible of the vacancy becoming apparent. In the interim period, vacancies may be filled by the Committee co-opting members, giving due regard to skills and experience and approved by a resolution of the Committee.
- 5.8 Candidates for the Committee shall be proposed and seconded by any Member or Officer and elected by a resolution of voting Members.
- 5.9 The Committee shall have the authority to co-opt Non-Executive Officers on to the Committee if the need arises before the next AGM. This will be by a resolution of the Committee. Such Non-Executive Officers will not have voting rights but will count towards the 12 Officer limit of the Committee.
- 5.10 In the event that fewer than seven members are available to serve on the Committee, the Committee members may hold more than one post with the exception of the Co-Chairs and Treasurer. However, they will continue to have one vote only.
- 5.11 The quorum for Committee meetings will be more than 50% of the Committee. For the avoidance of doubt, at a meeting of an even number of Committee members the quorum is 50%+1; at a meeting of an odd number of Committee members the quorum is 50%+0.5.



- 5.12 The Committee shall meet at least quarterly, with the meeting specifics to be agreed by the Committee and published in advance by the Secretary.
- 5.13 Committee meetings may be held via telephone, internet conferencing or other digital means.
- 5.14 All Officers will hold one vote at any resolution voted upon at a committee meeting, unless any Officer has a conflict of interest. If an Officer has a conflict of interest, this must be declared, and they will not be able to vote on the resolution but may still participate in discussion.
- 5.15 Committee resolutions shall be decided by a majority of votes cast, unless otherwise stated.
- 5.16 In the event of a tie, the Co-Chair acting as Chair to the meeting shall have the casting vote. If the Co-Chair acting as Chair to the meeting is unable to vote on the tied resolution, then the second Co-Chair shall have the casting vote. In the event that the Co-Chairs are unable to vote, the vote is deemed lost.
- 5.17 Any proposed resolution must be recorded in the minutes of the Committee meeting, as well as the results of any subsequent vote.
- 5.18 Committee meeting minutes should be made available to Members within a reasonable timeframe. The Committee will ensure that accessible formats are available on request and within the limitations of PiF resources.
- 5.19 The Committee shall consider methods of restricting their personal liability. If the Committee agree an approach on restricting the personal liability of the Committee and Members of PiF, they shall be entitled to pass this at a Committee Meeting unless the decision requires an amendment to the Constitution, which shall continue to be governed by Condition 11.
- 5.20 In the event of misconduct by an Officer, the Committee may vote on the removal of the Officer in question. The Committee shall have regard to any mitigating circumstances that may be of relevance. Regardless of the decision of the Committee, the Members retain the right to hold a general meeting under Condition 6.5 in light of misconduct by an Officer.

6. General Meetings

- 6.1 Wherever possible, a general meeting of PiF will be called so that it does not clash with U.K. domestic fixtures at a date and time to be set by the Committee.
- 6.2 The notice of a general meeting of PiF shall be in writing to all Members and must include:
 - 6.2.1 the time and date of the meeting;
 - 6.2.2 the place of the meeting, whether physical or virtual;



- 6.2.3 the agenda of the business to be conducted at the meeting, as set by the Secretary;
- 6.2.4 whether the general meeting is an AGM; and
- 6.2.5 where practicable, any accompanying documentation to be considered at the meeting.
- 6.3 Notice given under Condition 6.2 above shall be communicated to Members at least 10 days before the date of the meeting unless there are exceptional circumstances.
- 6.4 The accidental omission to give notice of a general meeting to, or the non-receipt of notice by, any Member entitled to receive it shall not invalidate the proceedings at that meeting.
- 6.5 A general meeting may be called at any time upon a written signed request by at least 33% of Voting Members being sent to the Secretary stating the nature of the business to be discussed.
- 6.6 General meetings called under Condition 6.5 above must be held no more than 21 days and no fewer than 10 days after the Secretary has received such request.
- 6.7 The Committee may call a general meeting at any time, at their discretion, in line with the requirements of this Condition.
- 6.8 The quorum for a general meeting is more than 33% of Voting Members, whether present in person or through approved electronic means.

Annual General Meetings

- 6.9 Except at first, PiF must hold an AGM in every year. The first AGM must be held within 9 months of the adoption of this Constitution. During this transition period, the most recently elected committee shall remain elected, and can supplement their numbers through the co-opting measures available in this Constitution. This transition period does not count towards any maximum terms under this Constitution and it is for the Committee to assign roles under this new Constitution for the purposes of the transition period only.
- 6.10 At an AGM the Members:
 - 6.10.1 receive the verified accounts for the previous year;
 - 6.10.2 agree the minutes of the last general meeting;
 - 6.10.3 receive the Committee's report on the activities of PiF since the last AGM;
 - 6.10.4 receive the Co-Chairs proposal on the development and future direction of PiF;
 - 6.10.5 elect Committee members to fill any vacancies arising;



- 6.10.6 may discuss and determine any issue of policy or deal with any other business put before them by the Committee.
- 6.11 At least 28 days before the AGM, the Secretary will invite nominations to stand for vacant Committee roles.
- 6.12 Nominations must be received at least 14 days before the AGM & must include:
 - 6.12.1 the name of the individual nominated and their valid Member status;
 - 6.12.2 the name of the proposer and their valid Member status;
 - 6.12.3 the name of the seconder and their valid Member status;
 - 6.12.4 the vacant Committee position sought; and
 - 6.12.5 Declaration of any other committee positions, board positions or directorships held in other organisations, advisory boards, charitable bodies etc.
- 6.13 Valid nominations shall be included in the notice given under Condition 6.2.
- 6.14 Nominations received after the specified time period, up to the AGM, will only be accepted for vacant Committee roles where there were no valid nominations received.
- 6.15 At least 28 days before the AGM, the Secretary will also invite submission of contemporary motions and other such agenda items. These must be received at least 14 days before the AGM.

Voting at general meetings

- 6.16 All decisions at a general meeting must be approved by a vote in favour of 50% plus one of Voting Members present, with the exception of the provisions of Conditions 11 and 12.
- 6.17 Elections to the Committee shall be decided by the first past the post system.
- 6.18 Where ballots are held at general meetings, including election of officers, the following rules shall apply to Voting Members:
 - 6.18.1 each Voting Member shall have a single vote;
 - 6.18.2 ahead of each meeting, the chair (or equivalent) of each Voting Member, or in their absence a nominated representative, should inform the secretary of PiF who will be voting on behalf of the Member;
 - 6.18.3 in instances where there is more than one Voting Member for a football club, then only the club's official LGBT+ fan group shall be entitled to a vote. Any other existing Voting Members for that club will be removed as a Voting Member;



- 6.18.4 if there is no clarity from the club, then the Voting Members concerned should determine amongst themselves which sole group retains the right to be a Voting Member; and
- 6.18.5 in the event of dispute between Voting Members, the Committee shall determine which sole group retains the right as Voting Member.
- 6.19 Ballots are conducted at meetings either by a show of hands, on paper or via an online platform at the discretion of the Co-Chairs.
- 6.20 In exceptional circumstances, at the discretion of the Committee, a ballot may be held without a formal meeting. Eligibility to vote will remain as detailed above.
- 6.21 For elections to the Committee, Voting Members may be able to vote for 're-open nominations' if they are not satisfied that the candidate(s) who have been nominated is/are suitable.
- 6.22 Two returning officers will oversee the elections to the Committee at a general meeting. The elections will be by secret ballot. If the returning officers are nominated representatives of a Voting Member, they will retain voting rights. The results of the elections will be declared at the meeting. Online only voting will be overseen by the Co-Chairs and the Secretary.

Minutes of general meetings

- 6.23 The Secretary shall ensure that minutes are kept of every meeting, a summary of which will be available and distributed as soon as possible after the meeting to all Members. The Committee will ensure that accessible formats are available on request and within the limitations of PiF resources.

7. Sub-Committees

- 7.1 The Committee may appoint one or more sub-committees from Members of PiF to deal with specific issues concerning PiF or its interests. The sub-committees will be directly accountable to the Committee and any decisions of such sub-committees shall be subject to ratification by the Committee.

8. Finance

- 8.1 The Treasurer shall ensure that detailed financial records are kept. The Co-Chairs and Treasurer will jointly review these records periodically.
- 8.2 The Treasurer shall ensure that one or more Bank accounts be opened in the name of PiF and a minimum two signatories, including the Treasurer and at least one other Officer shall be required in order to draw funds from these accounts.
- 8.3 Approval of any expenditure shall be required by at least two Officers.
- 8.4 An updated PiF statement of accounts should be presented to the Committee by the Treasurer on a minimum quarterly basis.
- 8.5 The PiF annual statement of accounts shall be subject to verification by an independent examiner.



9. Record Keeping

- 9.1 The Secretary and Treasurer will retain all official correspondence. Non-financial records will be kept for a minimum of three years and financial records for a minimum of seven years. After this time, records will be disposed of in a secure way.

10. Force Majeure

- 10.1 The Committee and Officers shall not be in breach of this Constitution nor liable for delay in performing, or failure to perform, any of their obligations under this Constitution if such delay or failure results from events, circumstances and causes beyond their reasonable control. In such circumstances the time for performance shall be extended by a period equivalent to the period during which performance of the obligation has been delayed or failed to be performed.
- 10.2 If Condition 10.1 is in effect, the Committee shall notify the Members in a reasonable timeframe.

11. Amending the Constitution

- 11.1 The Constitution can only be altered by Members at a general meeting. Any alteration requires the approval of a two thirds majority of Voting Members present before being implemented.
- 11.2 A Member's proposal to alter the Constitution must be seconded and delivered in writing to the Secretary not fewer than 14 days before the date of an AGM. Alternatively, a general meeting may be requested under Condition 6.5 to consider alteration.
- 11.3 The Committee may propose to alter the Constitution providing it has already been approved in principle at a Committee meeting not fewer than 28 days before the AGM.
- 11.4 The wording of any proposed alteration shall be included under Condition 6.2.3 and 6.2.5 in the required notice to all Members.

12. Dissolution

- 12.1 If the Committee decides at any time that on the grounds of expense or otherwise that it is necessary or advisable to dissolve PiF, it shall call a general meeting giving notice of not fewer than 28 days.
- 12.2 Members may make such a request to the Committee using the provisions in Condition 6.5.
- 12.3 A dissolution resolution must be agreed by a two thirds majority of Voting Members present to pass.
- 12.4 Any property or funds belonging to PiF will be distributed based on the most appropriate method, as decided at the general meeting where a dissolution resolution is passed.



This Constitution was approved, as amended, at an Annual General Meeting on September 25, 2022.

Signed: 

Name: Rob Sanderson

Position: Special Projects Officer

Date: September 25th 2022

Signed: 

Name: Graeme Owen

Position: Treasurer

Date: September 25th 2022



ANNEX 1

CODE OF CONDUCT

Our Core Values

PiF bases all decisions on our core values. Everyone who joins as a Member, either directly or through a Fan Group, implicitly agrees to uphold them.

Our aim is to create an alliance that is:

- Inclusive and accessible;
- Promotes equality;
- Celebrates diversity;
- Inspires creativity;
- Builds confidence;
- Develops community;
- Treats people with respect at all times and avoids abusive or discriminatory language; and
- Works positively and creatively with everyone regardless of their age, gender (including non-binary), race, ethnicity, disability, medical status, sexual orientation, religion or belief.

Our Code of Conduct

- The Committee and Members are expected to honour the content and spirit of this code.
- Act within the core values, constitution, and the law as it applies to PiF.
- Act in the best interest of PiF as a whole – considering what is best for the organisation and its members and avoiding bringing the alliance into disrepute.
- Manage conflicts of interest effectively – registering, declaring and resolving conflicts of interest. Not gaining materially or financially unless it is specifically agreeable to do so.
- Respect confidentiality – understanding what confidentiality means in practice for PiF, and the individuals involved with it.
- Attend meetings and other appointments or give apologies – considering other ways of engaging with the alliance if regularly unable to attend meetings.
- Prepare for meetings – reading papers, querying anything you don't understand and thinking through issues in good time before meetings.
- Actively engage in discussion, debate and voting in meetings – contributing positively, listening carefully, challenging sensitively and avoiding conflict. Respect one another's abilities and energy levels and allow everyone their chance to have a say.
- Act jointly and accept a majority decision – making decisions collectively, standing by them and not acting individually unless specifically authorised to do so. Not everyone will agree with every decision made as a group but the decision should be respected



- Work considerately and respectfully with all – respecting diversity, different roles and boundaries, and avoiding giving offence. Avoid emails and messages that might cause distress – talk to one another about important issues in a calm and rational manner.
- Undertake the actions you have agreed to, do what you say you will do and be accountable, but do not be afraid to ask for help and to seek support from your colleagues.