

BETTING BAN POLICY



The People's Learning Trust: Betting Ban Policy

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1. INTRODUCTION

This policy applies to all colleagues within the central Multi-Academy Trust team, as well as any colleague in Everton Free School & Football College (as our lead school with direct affiliation with the Club), and any colleague within our academies who is undertaking an apprenticeship funded through Everton Football Club's levy.

These colleagues are required to review and sign this policy to confirm their understanding and agreement.

While the Trust operates as a separate legal entity within the Everton group, we uphold the same high standards of professionalism and integrity. By adhering to this policy, we help to protect the reputation of Everton Football Club, Everton Stadium Development Limited, and Everton Women ('the Club'), as well as our own Multi-Academy Trust.

This policy is non-contractual and may be amended at the Club's discretion at any time without notice.

2. PURPOSE

Everton Football Club, Everton Stadium Development Limited and Everton Women ('the Club'), and the Football Association (the FA) and The People's Learning Trust are committed to preserving the integrity of football and what is great in the beautiful game; to enable this there have been rules devised, by the FA, regarding betting in football to help protect the integrity and future of football.

The Club supports the prohibition of betting, either directly or indirectly, on any football match or competition that takes place, anywhere in the world, across all levels and professions of the sport; whether this be in relation to in-play gambling, or off-the-pitch markets, such as the transfer of players, employment of managers or team selection.

3. SCOPE

On 1 August 2014, the Football Association brought into force a worldwide ban on betting on all footballing activity for certain participants in English football. These rules apply widely to those involved in the game, including players, managers, Club colleagues, and match officials, at Premier League, Football League, National League and Women's Super League levels, as well as those at clubs in the Northern, Southern and Isthmian leagues.

These rules apply to everyone involved in football, from the players and managers to the match officials, Club colleagues, and casual workers. It also applies to all colleagues in the central Multi-Academy Trust team, Everton Free School & Football College (our lead school affiliated with the Club), and academy staff

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on apprenticeships funded by Everton Football Club's levy. In addition, agency workers, casual workers, consultants and self-employed contractors.

The rules apply to bets made in person, online, on the telephone or with friends; you are not allowed to instruct, permit, cause or enable any third party to place any bet on your behalf or otherwise and the passing of inside information to somebody that uses the information for betting remains prohibited.

4. WHAT IS INSIDE INFORMATION?

Inside information is information that you are aware of due to your position in the game and which is not publicly available - for example, this may be injury or team selection news. In consideration of this:

- You are not allowed to use inside information to place a bet or to instruct someone else to do so on your behalf.
- You are not allowed to pass inside information on to someone else, which they use for betting.
- You can be considered to have passed inside information by word of mouth, email, writing, or even social media postings.
- You may be in breach of the rules if you pass inside information on to someone else, even if you did not know that they were going to use it to bet.

5. WHAT DOES THIS MEAN?

This means that, as a colleague of the Club, you are prohibited from betting, either directly or indirectly, on any football match or competition that takes place anywhere in the world, including (but not limited to):

- Results/outcomes
- Goal scorers
- In-game play
- The progress, conduct or any other aspect of, or incurrence in, such a match or competition.

You are also prohibited from betting on any other worldwide football-related matter, including, for example, but without limitation:

- The transfer of players
- Employment of managers
- Promotion
- Relegation
- Team selection

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You must be aware that any breach of the worldwide betting ban could result in disciplinary action being taken against you, up to and including summary dismissal without notice or a payment instead of notice; in addition to this, there could be a resultant FA disciplinary action against the Club. You are, therefore, asked to sign a copy of this notice to confirm that you have read and understood its terms.

6. ACCEPTANCE

I hereby accept the terms of this letter and acknowledge that any breach by me of the worldwide betting ban could result in disciplinary action being taken against me, up to and including summary dismissal from my employment, as well as result in FA disciplinary action being taken against the Club.

Name: _____

Signed: _____

Date: _____

7. RAISING A CONCERN

The Trust would like to take this opportunity to encourage anyone who might be experiencing difficulties related to gambling to come forward for support. You can seek support by contacting your line manager or the Director of People.

Alternatively, you can visit the Gambleaware website at <https://www.begambleaware.org>

for further information and advice.