

ARBROATH FOOTBALL CLUB



EQUAL OPPORTUNITIES & ANTI RACISM & DISCRIMINATION POLICY

Adopted for Season 2018/19

Arbroath Football Club is committed to the development of positive policies to promote equal opportunity in all of its activities. The Club is an equal opportunities employer and will abide and adhere to the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

All employees and members of staff are expected to abide by all current legislation relating to this issue, specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability, less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirements(s) for any reason whatsoever related to their employment or membership, which are different from others.
- Imposing on an individual requirements or conditions which are in effect more onerous on that individual than they are on others. No individual will be placed at a disadvantage by requirements or conditions which cannot be shown to be necessary to the satisfactory conduct of the job or task.
- Victimisation or harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act which has the effect of disadvantaging an individual against another, or others, purely on the above grounds. Thus all of the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, will be determined solely by the application of an objective assessment of personal performance and ability.

Equality of opportunity at Arbroath Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Selection for teams.
- Appointments to Honorary positions.

Arbroath Football Club will not tolerate racist, sectarian, sexual or bigoted harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Arbroath Football Club has adopted the UEFA 10 Point Action Plan with regards to equal opportunities, anti racism and discrimination and participates in the 'Kick it Out' campaign as well as the 'White Ribbon' campaign and also the 'Rainbow Laces' initiative. Arbroath Football Club has also signed up to the LGBT Sports charter.

Arbroath Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation and within football as a whole.

Arbroath Football Club gives a commitment to ensure that the club is open to all and the team selection policy will be the footballing ability and character of the individual and the collective balance of the team.

The Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, an undertaking that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of the member of staff accused of discrimination.

Any employee or member of staff found guilty of discrimination will be instructed to desist forthwith and will be dealt with by the Club.

Reviewed June 2018