



**Deveronvale Football Club
Princess Royal Park, Banff
Disability Discrimination Policy**



Introduction

Deveronvale Football Club is a full member of the Scottish Football Association and a member of the Scottish Highland Football League.

We pride ourselves in community integration at all levels.

Deveronvale Football Club fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability.

It is in the interest of Deveronvale Football Club and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise. Given this interest Deveronvale Football Club is committed to maintaining and managing a diverse work force.

This policy is applicable to all staff, contract workers, spectators and guests of the Club on all premises and places of work occupied by the Club.

The purpose of this policy is to ensure that Deveronvale Football Club complies with the Equality Act 2010 and to ensure that disabled people falling within the definition of the Act are treated equally and fairly.

In line with the Equality Act 2010, in this policy:

- **DISABILITY** refers to a physical or mental impairment that has a “substantial” and “long-term” negative effect on the ability to carry out normal day to day activities.
- **DISABLED PERSON** refers to a person with such a disability.
- **DISCRIMINATION** refers to treating someone with a disability less favourably than he treats others whom have no disability, and that treatment cannot be shown to be justified in relation to the activities or circumstances involved.

Club Policy

- The Club is committed to ensuring that its disabled supporters and guests have as full access, as it is reasonably possible to make available, to all goods, services and facilities provided or offered to the public by the Club.
- The Club recognises that not all of its facilities are fully accessible to disabled customers and confirms that it is committed to making the necessary reasonable adjustments described by the Equality Act 2010 and its relevant Codes of Practice to ensure full compliance with the legislation.
- The Club will provide a concessionary admission rate for supporters with disabilities and for their carers. The Club will ensure that the scheme does not discriminate between disabled people with differing impairments.
- The Club is committed to making the necessary reasonable adjustments described by the Equality Act 2010 and its relevant Codes of Practice to ensure full compliance with the legislation.
- The Club will undertake such additional works as are reasonably required within the timescales set out in the Act.

- The Club has a grievance procedure in place and guarantees to its disabled supporters and customers that any complaints of discrimination will be dealt with quickly under that procedure.
- The Club has advised its staff that any incident of discrimination under the provisions of the Act is a serious matter and will be dealt with under the Club's Disciplinary Procedures.

Employment

When considering persons for employment Deveronvale Football Club will not discriminate against a disabled person:

- In arrangements made to determine to whom employment should be offered.
- In consideration of the terms under which employment is offered.
- In deliberately refusing to offer or not offering employment to someone based on their disability.
- In the opportunities afforded to any person (i.e. training, promotions or any other work benefit).
- In dismissing someone or subjecting them to any detriment based on their disability.

Document Control

Authorised for issue:

Deveronvale Football Club Chairman:

James H. Mair :

Date:

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Deveronvale Football Club Executive Secretary:

Stewart McPherson :

Stewart McPherson

Date:

23.5.16.

Mandatory Review Date (To be reviewed and published every 3 years).

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