



Arbroath Football Club

Disability Discrimination Policy

Reviewed June 2018
Adopted for Season 2018/19

Introduction

Arbroath Football Club fully supports the principles of equal opportunities in employment and opposes unfair or unlawful discrimination on the grounds of disability. As such, no employee or applicant will receive any less favourable treatment because of disability. As such, Arbroath Football Club is committed to maintaining a diverse work force.

This policy applies to all workers and additionally spectators and guests of the Club at Gayfield Park. It is in place to ensure that Arbroath Football Club complies with the Disability Discrimination Act of 1995 in order that any disabled people are treated equally and fairly. In this policy the term 'Disability' refers to a mental or physical impairment which has a substantial and long term adverse effect on being able to perform normal day to day activities.

Policy

The Club is committed to ensuring that its disabled supporters, guests and customers have as full access as can be considered reasonably possible to apply to all goods, services and facilities provided at Gayfield Park.

The Club recognises that not all of its facilities are fully accessible to disabled customers and confirms that it is committed to making any necessary reasonable adjustments described by the Disability Discrimination Act and its codes of practice such that there can be full compliance with the legislation.

The Club will provide free access for disabled supporters and apply an admission charge only for their carer. The Club will also not apply any discrimination between different impairments.

The Club operates a grievance procedure and guarantees that any complaints, which can be directed to the Club Secretary, will be dealt with quickly.

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 Arbroath Football Club will not discriminate against a disabled person:

- In the arrangements made for the purpose of determining whom employment should be offered to.
- In 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 a person (i.e. training, promotions or any other work benefit).
- In dismissing someone or subjecting them to any detriment based on their disability.