



HADDINGTON ATHLETIC FOOTBALL CLUB

DISABILITY POLICY

1.0 INTRODUCTION

Haddington Athletic Football Club 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 Haddington Athletic Football Club and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise. As such Haddington Athletic 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.

2.0 POLICY PURPOSE

The purpose of this policy is to ensure that Haddington Athletic 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 this policy, **DISABILITY** refers to a physical or mental impairment which has a substantial and long-term adverse effect on an individual's 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.

3.0 CLUB POLICY

3.1. It is the Club's intention to comply with the requirements of the Equality Act 2010 in that:

- The Club is committed to ensuring that its disabled supporters and customers have as full access as is reasonably possible to make to all goods, services and facilities provided or offered to the public by the Club.
- The Club will provide free access for supporters with disabilities and half price admission 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 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.

4.0 EMPLOYMENT

4.1 When considering persons for employment the Club will not discriminate against a disabled person

- In the arrangements made for 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.

Haddington Athletic are committed to ensuring that its disabled supporters, staff and customers have full access as is reasonably possible in all our facilities at Millfield, Haddington.

Haddington Athletic will give training to ensure that our committee and staff are equipped to deal with any provisions included in the Equality Act 2010. Any complaints of discrimination by our committee, staff or customers will be fully examined by the club at their first available meeting. The committee are well aware we have a responsibility to our disabled supporters and any incidents will be treated seriously.

Disabled Parking

Disabled Parking is available in the car park in Millfield. Access is adjacent to the car park and there is access to the pitch and the covered enclosure along a path. There is also an area set out in the enclosure to park mobility scooters etc and seating can be provided if required.

Disabled Toilets.

There is a disabled toilet within the ground, adjacent to the pavilion.

Updated 19th December 2018