



## **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 people who are disabled falling within the definition of the Act are treated equally and fairly.

In this policy **DISABILITY** refers to a physical or mental impairment condition which has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities.

A person who is a **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**

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 who are disabled 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. (see Email on Accessible Information) 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 who are disabled 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**

- When considering persons for employment the Club will not discriminate against a person who is 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 who are disabled, 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 supporters who are disabled, and any incidents will be treated seriously.

## **ANTI-DISCRIMINATION POLICY**

Haddington Athletic policy is not to discriminate or in any way treat anyone less favourably on the grounds of sex, gender, ethnic origin, colour, nationality, religion or disability.

This policy will apply to the following:

- New Committee member applications
- Signing of players
- Team selection
- Manager/ Coach employment
- Promoting Football development

As a club we will not tolerate sexist, racist, bigotry or sectarian harassment or any other discriminatory behaviour whether verbal or physical. The committee will take the appropriate action to deal with any complaints that are lodged with the club.

**Reviewed June 2025. (L Fairlie)**