



**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.

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 Club is committed to confront and eliminate discrimination whether this be by disability, sex, sexual orientation, ethnic origin or religion.

The purpose of this policy it 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 others who 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 those from visiting clubs, 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, in due course, 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 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 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. Complaints can be made to a Club official, by email to deveronvalefc@highlandleague.com or by mail to Deveronvale FC, Princess Royal Park, 56 Airlie Gardens, Banff, AB45 1AZ.
- 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.

Disabled Facilities

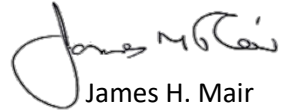
- Marked disabled parking spaces are provide in the Princess Royal Park main carpark within close proximity to the back entrance to the Main Stand and ground.
- Recognising that some disabled persons will be unable to seek covered viewing in the Main Stand because of accessibility, a Disabled Shelter with seating is provided next to the Home dugout.
- A disabled toilet is located on the ground floor of the Main Stand building with entry situated to the right of the Pie Shop.
- The emergency exit for those using the Disabled Shelter is located to the rear of the Main Stand building leading straight on to Airlie Gardens and close to the Princess Royal Park main carpark.

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.



James H. Mair
Chairman

Date: 1st June 2023

(To be reviewed annually)