



**Equal Opportunities Policy
for
Largs Thistle Football Club
Barrfields Stadium,
69-70 Brisbane Road,
Largs,
North Ayrshire,
KA30 8NP**

Introduction

Largs Thistle Football Club is a member of the West of Scotland Football League and also an Affiliate Member of The Scottish Football Association. We pride ourselves in integrating ourselves within the community of the town. We are committed to providing equal opportunities to all individuals, regardless of their gender, age, race, ethnicity, religion, sexual orientation or any other protected characteristic.

This policy is designed to promote equal opportunity in all of our activities and further outlines our commitment to providing equal opportunities in all activities that we organize or participate in.

Equal Opportunities Policy

Largs Thistle Football Club ("The Club") is committed to the development of positive policies to promote equal opportunity in all of its activities. The Club is an equal opportunities employer and will abide and adhere to the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

The Club are further committed to creating an inclusive environment where everyone feels welcome and valued, and where they can participate in sports activities without discrimination.

Equal opportunities in sports activities means that everyone has the right to participate and compete on an equal basis, without any form of discrimination or disadvantage. This includes, but is not limited to;

- Access to facilities, equipment & resources
- Selection for teams, squads or events
- Training & development opportunities

All employees, volunteers and members of staff are expected to abide by the requirements of the Race Relations Act 1976, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995. Specifically, discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability, less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirements for any reason whatsoever related to their employment or membership, which are different from others.
- Imposing on an individual requirements or conditions which are in effect more onerous on that individual than they are on others. No individual will be placed at a disadvantage by requirements or conditions which cannot be shown to be necessary to the satisfactory conduct of the job or task
- Victimisation or harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act which has the effect of disadvantaging an individual against another, or others, purely on the above grounds. Accordingly all of the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters, will be determined solely by the application of an objective assessment of personal performance and ability.

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The Club will continue to monitor and review our training & development programmes to ensure that they promote equal opportunities and contribute to the overall diversity and inclusivity of our sports activities.

Complaints & Reporting

The Club takes all complaints of discrimination, harassment or victimization seriously and will investigate any complaints promptly and thoroughly.

The Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, an undertaking that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of the member of staff accused of discrimination.

Any individual who experiences or witnesses any form of discrimination, harassment or victimization should report it immediately. Please be assured that all complaints will be treated confidentially.

Any employee, volunteer or member of staff found guilty of discrimination will be instructed to desist forthwith and will be dealt with under the Club's disciplinary procedures.

The Club opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant, employee, volunteer or member of staff shall receive less favourable treatment than others, because of disability. The difficulties of their disability permitting, assistance will be provided, wherever possible, to ensure that disabled employees or members of staff are helped to gain access and to undertake their duties.

The Club, including players and officials, will actively promote initiatives – such as ‘*Show Racism the Red Card*’ - in the Community. This will be achieved through positive actions as well as communicating via match day programmes, the Club website, all Social Media platforms such as Facebook, Twitter, and so on, and, when interacting with supporters, youth groups and school children wherever necessary.

The Club will regularly monitor and review our policies and procedures to ensure that they promote equal opportunities and contribute to the overall diversity and inclusivity of our activities.

End of Document

This document is to be reviewed and published annually on all Club social media platforms and official issue publications.

Approved by the Committee & subsequently issued on 20/1/2023

Review Date: 19/1/2024