

# AYR UNITED FOOTBALL ACADEMY



**POLICY**      **ANTI**      **DISCRIMINATION**  
**FOR**            **POLICY**  
**VERSION**      **VOLUNTEERS AND STAFF**  
                    **1.4**

Created  
Passed by Board of Management  
Last reviewed  
**Next Review**

2006  
2006  
January 2016  
**January 2017**

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## UPDATES

**Date:** 19<sup>th</sup> February 2014  
**Report to:** Board of Ayr United Football Academy  
**Author:** Donald Stewart  
**Purpose:** To agree annual review of policy  
**Agreement:** No changes  
**Rationale:** There have been no significant changes to Anti – Discrimination Policy procedures or advice nationally

**Date:** 20<sup>th</sup> January 2016  
**Report to:** Board of Ayr United Football Academy  
**Author:** Stuart Galloway  
**Purpose:** To agree annual review of policy  
**Agreement:** No changes  
**Rationale:** There have been no significant changes to Anti – Discrimination Policy procedures or advice nationally

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## **OVERVIEW**

Ayr United Football Academy's policy is not to discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. The Academy will not tolerate any such discrimination in any of the Academy's activities. Ayr United Football Academy will not tolerate racist, sectarian, sexual or bigoted harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

## **POLICY DETAIL**

Ayr United Football Academy is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

Ayr United Football Academy gives a commitment to ensure that it is open to all and that team selection policy will be the footballing ability and character of the individual, together with the collective balance of the team.

All players, volunteers and employees shall be expected to share these principles and deliver our commitment to uphold and promote these standards.

Ayr United Football Academy will apply this policy when

- a) Advertising for and selecting applicants for employment
- b) Seeking volunteers
- c) Running courses
- d) Running external coaching, educational activities and award schemes
- e) Promoting football development activities
- f) Selecting teams and
- g) Considering appointments
- h) Any other activity not previously mentioned where the Academy is represented