

AYR UNITED FOOTBALL ACADEMY



POLICY **Anti Racism Policy**

FOR **VOLUNTEERS AND STAFF**

VERSION 1.2

Created
Passed by the Board of Management
Last review
Next review date

2006
2006
January 2016
January 2017

UPDATES

Date: 19th 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 – Racism Policy procedures or advice nationally

Date: 20th 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 – Racism Policy procedures or advice nationally

This policy is designed to provide clarity to employees, stakeholders, and everyone connected with Ayr United Football Academy on the attitude of Ayr United Football Academy to issues of racial harassment and abuse. It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of Ayr United Football Academy

1. Ayr United Football Academy condemns racism in any form, either on or off the pitch. Ayr United Football Academy aims to create and maintain a working, coaching, training and spectating environment free from racial harassment and abuse. Everyone connected with the Academy has a responsibility to prevent racial harassment or abuse.
2. A racist incident is defined by Ayr United Football Academy as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by Ayr United Football Academy to be any verbal, physical, written or visible abuse that is based on a person's race, ethnic background, colour, nationality, language or cultural background – and is considered to be unwanted, unacceptable and offensive to the person.
3. Proven racial harassment or abuse will lead to action being taken against volunteers, players or employees. Similarly, such behaviour by a spectator will be reported to the police and may result in a life ban from the Academy. Ayr United Football Academy will give their full support to the police in any criminal actions.
4. All volunteers, players or employees have a responsibility to make it clear that such behaviour by anyone connected with Ayr United Football Academy is unacceptable.
5. Line managers are required to investigate and produce a written report of all cases of reported racial harassment. This report must be provided to the Welfare Officer for consideration by the Board of Directors. Thereafter, Ayr United Football Academy may decide to attempt to resolve the issue informally, through mediation and/or in confidence.
6. Should the Academy decide to deal with the issue on a formal basis, the person(s) making the allegations should provide a written statement. The person(s) complained about should be offered the opportunity of providing a verbal or written statement. They should also be advised to seek legal advice at their own expense, or use the services of their trade union.
7. Any employee found guilty of racially harassing another employee, or any other person, is liable to disciplinary action. The normal disciplinary process will apply.
8. Depending on the circumstances, consideration will be given to reporting the matter to the police.
9. Everyone connect to Ayr United Football Academy will be informed on a regular basis that racist taunts and abusive or threatening behaviour will not be tolerated by the Club and will be encouraged to condemn and report such behaviour.

Any spectators behaving in this way will be detained by stewards, passed to the police and may be arrested. Ayr United Season ticket holders detained for such a reason, will have their details passed to Ayr United Football Club for consideration under the Club's own anti-racism policy