

AYR UNITED FOOTBALL ACADEMY



**POLICY
FOR
VERSION**

**Ant-Discrimination Policy
VOLUNTEERS AND STAFF
1.6**

Created
Passed by Board of Management
Last reviewed
Next Review

2006
2006
October 2023
January 2024

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 – Discrimination 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 – Discrimination Policy procedures or advice nationally

Date: September 2019
Report to: Board of Ayr United Football Academy
Report from: Donald C Stewart
Purpose: Annual Review
Recommendation: No changes
Rationale: No national changes relevant to the policy and no request from Academy personnel

Date: August 2021
Report to: Board of Ayr United Football Academy
Report from: Donald C Stewart
Purpose: Annual Review
Recommendation: No changes
Rationale: No national changes relevant to the policy and no request from Academy personnel

Date: October 2023
Report to: Board of Ayr United Football Academy
Report from: Donald C Stewart
Purpose: Annual Review
Recommendation: No changes
Rationale: No national changes relevant to the policy and no request from Academy personnel

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

SGB Equality Impact Assessment Template

 Development or review of a policy	Name of Policy	Anti-Discrimination Policy	
	Is this a new policy being developed or a review of an existing policy	New ☐	Review ☒
	Others involved in the assessment	None	
	Dates(s) of EIA	October 2023	
	What is the purpose and outcomes of the policy?	To ensure that all work of the Academy operates within the context of a wider agenda seeking to eliminate unlawful discrimination against those who identify with protected characteristics.	
	Who are the customers for this policy?	All	
	How has equality been considered in the development / review of the policy so far?	It could be argued that at its heart the policy is self-explanatory, however the academy is aware that the policy acts as guidance and principles and it is the practice of those principles that are most important.	
	Who / what has driven this?	Annual review	
	Why might it be important to consider equality and the protected characteristics?	Legally it is important for us to ensure we comply with best practice on the provisions with the Equality Act and we are working with local authorities and the Scottish Football Association in contributing to their duties to those with protected characteristics under the Equality Act 2010 as well as ensuring our legal responsibilities under the same act with regards to employment practices.	

 Data and research	What does the data tell you about your customers and about protected equality groups?	We have not conducted a data review
	What sources of data have you used?	None used nor gathered.
	What do you need to know more about?	We could do with fleshing out the policy by seeking the views and opinions of equality groups.
	How could you find this out and who could help you?	South Ayrshire Council's Equality Forum

	Who have you consulted with from protected equality groups?	None
	Who else could you consult with?	South Ayrshire Council's Equality Forum
	Who can help you with this?	South Ayrshire Council

	How does the policy contribute to the SGBs strategic equality objectives?	Ensures compliance with both the law and the public sector equality duty for each of the local authorities and the governing body of the sport of football
	How could it be revised or changed to contribute more?	The opportunity to ensure it is embedded in training, reviews of its practice and specific reports to those authorities who request it.

	How will you monitor and evaluate the policy?	The policy shall be renewed annually
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	Action	Timescale	Responsibility
	Reviews of its practice at annual review	June 2024	EIA Lead Officer
	Commit to respond to specific reports to those authorities who request it on the implementation of the Employment legislation associated in the Equality Act 2010	As required	EIA Lead Officer

	Sign off			
	Signed by Policy Lead David White		Date	
	Signed by EIA Lead Officer Donald C Stewart		Date	

Ayr United Football Academy Data Protection Impact Assessment

Policy	Anti-Discrimination Policy
Date of assessment	October 2023
Author	Donald C Stewart
Legacy	None

DPIA process checklist

	Done?
We describe the nature, scope, context and purposes of the processing.	Yes
We ask our data processors to help us understand and document their processing activities and identify any associated risks.	Yes
We consider how best to consult individuals (or their representatives) and other relevant stakeholders.	Yes
We ask for the advice of our data protection officer.	Done
We check that the processing is necessary for and proportionate to our purposes and describe how we will ensure data protection compliance.	Yes
We do an objective assessment of the likelihood and severity of any risks to individuals' rights and interests.	Yes
We identify measures we can put in place to eliminate or reduce high risks.	Yes
We record our decision-making in the outcome of the DPIA, including any difference of opinion with our DPO or individuals consulted.	Yes
We implement the measures we identified and integrate them into our project plan.	Yes
We consult the ICO before processing, if we cannot mitigate high risks.	Yes
We keep our DPIAs under review and revisit them when necessary.	Yes
All of the above are covered in our Data Protection Policy as available on web. There are no specific measures in place for this guidance BUT it does serve as a reminder of our duties and responsibilities.	