

AYR UNITED FOOTBALL ACADEMY



**POLICY
FOR
VERSION**

**Anti-Racism Policy
VOLUNTEERS AND STAFF
1.5**

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

2006
2006
October 2023
June 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 – 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

Date: June 2017
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: September 2019
Report to: Board of Ayr United Football Academy
Report from: Donald C Stewart
Purpose: Annual Review
Recommendation: EIA and DPIA now included as examples of good practice.
New DPIA safeguard inserted “A record of all this shall be held within a secure cabinet within the offices of AUFA.”
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

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

AUFA Equality Impact Assessment Template

 Development or review of a policy	Name of Policy	Anti-Racism 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?	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.		
	Who are the customers for this policy?	Staff and volunteers		
	How has equality been considered in the development / review of the policy so far?	None		
	Who / what has driven this?	A review on the basis of beginning the process of having an Equality Impact Assessment on all policies		
	Why might it be important to consider equality and the protected characteristics?	The policy is designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of Ayr United Football Academy		

 Data and research	What does the data tell you about your customers and about protected equality groups?	None gathered
	What sources of data have you used?	None used nor gathered.
	What do you need to know more about?	Potentially how this affects those who's protected characteristic is ethnically diverse.
	How could you find this out and who could help you?	Contacting groups who represent these protected characteristics locally

 Consultation	Who have you consulted with from protected equality groups?	None
	Who else could you consult with?	Organisations who represent these protected characteristics locally
	Who can help you with this?	South Ayrshire Equalities Forum

	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 – Racism 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.	