

AYR UNITED FOOTBALL ACADEMY



**POLICY
FOR
VERSION**

**Equal Opportunities
VOLUNTEERS AND STAFF
1.6**

Created
Passed by Board of Management
Reviewed date
Review date

2006
2006
October 2023
March 20224

UPDATES

Date: 13th March 2014
Report to: Board of Ayr United Football Academy
Author: Donald Stewart
Purpose: To agree annual review of policy
Agreement: No changes
Rationale: There has been a lot of work and noise over the Equality Act 2010, however we are compliant in our duties as we stand

Date: 13th March 2014
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 the various regulations, guidance or laws or advice nationally.

Date: June 2017
Report to: Board of Ayr United Football Academy
Report from: Donald C Stewart
Purpose: Annual Review
Recommendation: **1** To delete "Race Relations Act 1976, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995" and replace with "the Equality Act 2010."
2 To delete "Ayr United Football Academy opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant, employee 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. Appropriate training will be provided to those employees and members of staff who request it."
Rationale: **1** All the previously mentioned legislation has been replaced in law by the Equality Act 2010.
2 The policy covers all discrimination and this is therefore unnecessary

Date: August 2021
Report to: Board of Ayr United Football Academy
Author: Donald C Stewart
Purpose: To agree annual review of policy
Agreement: No changes
Rationale: There have been no significant changes to the various regulations, guidance or laws or advice nationally.

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 Limited is committed to the development of positive policies to promote equal opportunity in all of its activities

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.

Ayr United Football Academy 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.

All employees and members of staff are expected to abide by the requirements of the Equality Act 2010. 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(s) 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.

Specifically, 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
- g) Considering appointments
- h) Any other activity not previously mentioned where the Academy is represented

All of Ayr United Football Academy'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.

Ayr United Football Academy 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 employee or member of staff found guilty of discrimination will be instructed to desist forthwith and will be dealt with under Ayr United Football Academy's disciplinary procedures.