

Darvel Football Club

Recreation Park

Darvel Ayrshire KA17 OHS

Disability Accessibility Equality & Diversity Policy

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OUR COMMITMENT

- Darvel Football Club (herein after known as "the Club") endorses the principle of Equality and is committed to ensure that everyone who wishes to be involved with the Club, regardless of their role, is able to do so safely and with prejudice.
- All participants can be assured of a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, regardless of their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation.
- All participants can be assured of an environment in which their rights and dignity and individual worth are respected and valued, and in particular that they are able to be involved and participate without the threat of discrimination, intimidation, victimisation, bullying, harassment or abuse.

DEFINITIONS

- As a fundamental principle, the Disability Discrimination Act 2005 (DDA) stated that disabled people should not be treated "less favourably, without justification" and "reasonable adjustments should be made to make goods, facilities and services accessible."
- The Club aims to comply fully with both the spirit and provisions of the Disability Discrimination Act 2005 and the Equality Act 2010.
- For purposes of this policy only, the definition of a supporter with a disability is:
Any person who, because of their disability is unable to use ordinary stand seating without contravening Health and Safety Regulations, Guidelines or Policy or where the Club has provided a 'reasonable adjustment' to enable that supporter to attend the venue.
Any such person will be considered for use of the designated areas of the stadium in line with the procedures set out in this policy.
As defined by the Equality Act 2010, a person with a Disability is defined as an individual who "has a physical or mental disability which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities".
- A "Designated Area" is any area (including specific seats within the stadium) that the Club shall at its sole discretion determine as being available for those with disabilities at a concessionary price.
- A "Reasonable Adjustment" in this context shall include (but is not limited to) the need to use a wheelchair bay or the need to bring a personal assistant.
- A "Personal Assistant" is someone who is accompanying a supporter with a disability and who is fully able to support the needs of said supporter in the event of an emergency. The Club recognise that many children are carers to their parents and will not be treated any differently than an adult personal assistant. However, we insist that the child carer is fully able to support their parent's disability needs in the event of an emergency. If a child is the parent's Personal Assistant, the Club request that the Safeguarding Officer is notified.
- The Club's Safeguarding Officer can be contacted via email: darvelfc@outlook.com.

DISABILITY AND ACCESSIBILITY TICKET PRICING

- The Club operates a specific non-discriminatory ticketing policy for supporters with disabilities and will ensure that the scheme does not differentiate between all the different disability groups.
- Where charges are made, the charge will be made to the person with the disability. This is in line with current best practice which maintains that people with disabilities should be treated the same as any non-disabled person, or in this case, spectator.

- Where Health and Safety requirements demand that a person with a disability has to be accompanied by a personal assistant, that assistant will be given free entry to matches where the Club allows free admission.
- Please note if the person with the disability cannot attend a match, their personal assistant will only be allowed access provided they pay for a full price ticket.
- The Club reserves the right to ask for 'proof of disability' before issuing any concession under the Disability Discrimination Act 2005 (DDA), which was replaced by the Equality Act 2010. However, the Disability Equality Duty in the DDA continues to apply.
Such proof shall include:
Receipt of the Standard or Enhanced rate of the Personal Independence Payment (PIP), (daily living or mobility component).
Receipt of the middle or higher rate of the Disability Living Allowance (mobility or care component).
Receipt of either the Severe Disablement Allowance or Attendance Allowance.
A personal letter from a GP.
- Receipt of a Blue Badge will not be considered sufficient proof of disability.
- Should an existing season ticket holder become disabled, they may apply for a transfer to a designated viewing area. Where possible, the Club will aim to accommodate such a request. If after considering all possible reasonable adjustments the Club concludes that it is unable to provide a space, then priority consideration will be given when a space becomes available.
- Opportunities for supporters with disabilities to attend away matches are limited by the allocation received from the away club. The Disability Liaison Officer or the clubs Ticket Office will carry out co-ordination of the sales of these tickets, when needed.

REPRESENTATION

- The Club's Disability Liaison Officer works closely with the committee and advises the Club on issues which are of particular concern to supporters with disabilities.
- The Club's Disability Liaison Officer can be contacted via the Club in person or by email at darvelfc@outlook.com.

HEARING IMPAIRED SUPPORTERS

- Supporters who are deaf or hard of hearing can be accommodated in the stadium by various means.
- It is strongly recommended that a person with a severe hearing loss attending a match is accompanied by a personal assistant who is fully able to support their needs in the event of an emergency, unless said person has an Assistance Dog and in this case the Club's Disability Liaison Officer should be contacted in advance for all relevant information.

VISUALLY IMPAIRED SUPPORTERS

- The Club is able to accommodate supporters who are blind and partially sighted in all parts of the ground.
- The Club recommends that the blind or severely partially sighted person attending a match be accompanied by a personal assistant who is fully able to support their needs in the event of an emergency, unless said person has an Assistance Dog and in this case the Club's Disability Liaison Officer should be contacted in advance for all relevant information.
- On match days, information will be carried via the public-address system.

ACCESSIBILITY IMPAIRED SUPPORTERS

- The Club has a limited number of spaces for wheelchair dependent supporters and their personal assistant in all parts of the ground.
- Wherever possible the Club will make suitable alternative arrangements for those wheelchair dependent supporters wishing to attend matches with their families.
- The Club wishes to make the most appropriate use of these facilities by providing them to those with disabilities who are unable to sit in any other part of the stadium.
- Individuals using, or wishing to apply for use of these designated areas must meet the following criteria:
 - Wheelchair using applicants must be largely dependent on a wheelchair for mobility purposes or not capable of walking a distance further than that required to reasonably and safely access any other part of the stadium.
 - Wheelchair dependent applicants of either manual or powered wheelchairs are encouraged to be accompanied by a personal assistant who is capable of supporting their needs in the event of any emergency evacuation, unless said person has an Assistance Dog and in this case the Club's Disability Liaison Officer should be contacted in advance for all relevant information.
- The Club would not refuse admittance to those who don't bring a personal assistant; any refusals will only be on the grounds of a contravention of Health and Safety legislation.
- The Club have proposals lodged for new Accessible toilets and an additional covered area.
- People wishing to apply for season ticket places in the designated areas should contact the Club.
- Wheelchair dependent supporters who require tickets for a designated area are encouraged to contact the Club 48 hours in advance.

LEARNING IMPAIRED SUPPORTERS

- Supporters with learning difficulties can be accommodated in the stadium by various means as it is normally possible for them to use ordinary stand accommodation.
- If for whatever reason, any person with a learning difficulty feels that ordinary stand accommodation would be unsuitable for them, they should contact the Club for further information.
- Supporters with learning difficulties can normally attend games by themselves.
- However, if for whatever reason this is not the case, we encourage these people to be accompanied by a personal assistant who is capable of supporting their needs in the event of any emergency evacuation.

INFIRM & AMBULATORY IMPAIRED SUPPORTERS

- The Club recognises that there are considerable numbers of people in the community who use wheelchairs mainly for outdoor mobility purposes but are not necessarily confined to their wheelchair.
- There are also many people suffering severe walking difficulties who may wish to watch a match.
- There are also people with learning difficulties or debilitating illnesses who have difficulty walking.
- For the purposes of this policy this category of people will be termed 'supporters with ambulatory disabilities' and they will be asked to follow the procedure below in order to attend a match:

Supporters with ambulatory disabilities who require seats in appropriate areas are encouraged to contact the Club 48 hours in advance.

It will also be necessary for the ambulant supporter to provide qualifying documentation relating to their condition in order to qualify for a personal assistant ticket, if a personal assistant is required.

The Club also recognises that people with disabilities have families and indeed may wish to attend a match as a family and therefore the Club will provide designated ambulatory seats for families on request if in advance.

- Supporters with certain conditions can sometimes have difficulty in accessing seats in some parts of the venue.
- The Club recognises that elderly people now form a larger part of the population than younger people and the Club wishes to make sure that our elderly supporters are able to continue to attend matches whenever possible.
- The Club therefore recognises that some of its longest serving supporters with infirmities may require seating in an appropriate area of the stadium.
- Supporters with infirmities who require seats in appropriate areas are encouraged to notify the Club 48 hours in advance.

ASSISTANCE DOGS

- Assistance dogs are admitted to the ground.
- The Club's Disability Liaison Officer should be contacted in advance for all relevant information.
- Measures will be taken to ensure that the welfare of the Assistance Dog is preserved. The club does have a separate Policy for Assistance Dogs.

ACCESSIBILITY

- The Club recognises that it has a duty to make reasonable adjustments for disabled persons.
- The duty to make reasonable adjustments may include the removal, adaptation or alteration of physical features, if these make it impossible or unreasonably difficult for disabled people to carry out their role. It may also include making changes to working or spectating arrangements.
- The Club will consider all requests for adjustments and where possible will accommodate any reasonable requests. Where appropriate, advice may be sought from specialist agencies.
- The Club has 2 accessible spaces allocated to all supporters with disabilities.
- These are allocated to supporters with the most severe mobility difficulties on a first come, first served basis.
- Additional requests should be made to the Club and each request will be judged on its individual merit for provision.
- The Club would ask that people recognise that there are only a limited number of places available and it will not be possible to accommodate everyone who has a Blue Badge.
- The vehicles are expected to display their Blue Badge and Permit at all times.
- If there is no Blue Badge and Permit on display, then parking will be refused.

ACCESSIBLE TOILETS AND CHANGING PLACES

- There are currently 1 accessible toilet available.
- The Club has proposals to install further accessible toilets with improved facilities.

CATERING

- Match day catering is provided within the stadium.
- All catering facilities are suitable for those with mobility difficulties but for any special requests, please notify the nearest steward who will be happy to provide assistance.

EQUALITY AND DIVERSITY

- To promote fair and equitable treatment for everyone involved with the Club, in whatever capacity.
- To ensure that no one working for, wishing to work for or working on behalf of the Club receives less favourable treatment on the grounds set out in 1.
- To adopt a planned approach (strategically and operationally) to eliminating perceived barriers which discriminate against or exclude groups.
- To give clear guidance and communication to all individuals at the Club on its commitment to Equality.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equal opportunity for all except where specific situations or conditions properly or reasonably prevent this.
- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of the Club and all relevant public statements made reflect its commitment to Equality and Inclusion.
- This Policy applies to all committee members, volunteers, employees, coaches, and any other person providing services on behalf of the Club.
- The Club is committed to remove and eliminate any direct or indirect discrimination of any form or kind and will under no circumstances condone unlawful discriminatory practices.
- The organisation takes a zero-tolerance approach to discrimination, harassment, victimisation or bullying.
- The principle of Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of barriers – whether real or perceived – that restrict the opportunity for all to participate equally and fully.
- The Club will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access and participation in associated activities by people from any group that is under-represented or has difficulty accessing it.
- The Club will furthermore seek to apply employment practices in general, and recruitment and selection practices more specifically, which encourage and support people with protected characteristics to gain access to work or training.
- To achieve these objectives, the Club is committed to promote and advance equal opportunity which will cover all areas of our organisation. The committee are collectively ultimately responsible for implementing the Policy.
- A copy of this Policy will be published on the website.
- The Club will take full account of the Policy in arriving at all decisions in relation to activities of the Club.
- The Club will collaborate fully with any practical surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of the findings in developing measures to promote and enhance Equality.
- The Club will provide access to training where required for all its employees, committee, and volunteers, to raise awareness of both collective and individual responsibilities.

FORMS OF PROTECTED DISCRIMINATION

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful.

This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

To do so could constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

RESPONSIBILITIES

- The committee will review all the activities and initiatives of the Club against the aims of the policy on an annual basis and will report on developments and highlights.
- The Club, or where appropriate a designated project leader, will review any measures or initiatives that the Club may institute or take part in to promote and enhance equal.

COMPLIANCE & AUDIT

- The Club reserves the right to audit compliance with the policy from time to time.
- If you are an employee, a worker or casual staff and misconduct is discovered as a result of any investigation under this policy the Club disciplinary procedures will be used in addition to any appropriate external measures.
- Disciplinary action may ultimately lead to termination.