



Disability Policy

Mr C Wolstenholme
Club Secretary

2023 - reviewed 01/07/23 - no change

Strathspey Thistle Football Club is a full member of the Scottish Football Association and a member of the Scottish Highland Football League.

Strathspey Thistle Football Club fully supports the principle of equal opportunities in employment and oppose all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability.

It is in the interest of Strathspey Thistle Football Club, and those who work for it, to ensure that all available human resource talents and skills are considered when employment opportunities arise. Given this interest, Strathspey Thistle Football Club is committed to maintaining and managing a diverse work force.

This policy is applicable to all staff, contract workers, spectators and guests of the Club on all premises and places of work occupied by the Club.

The Club is committed to confront and eliminate discrimination whether this be by disability, sex, sexual orientation, ethnic origin or religion.

The purpose of this policy is to ensure that Strathspey Thistle Football Club complies with the Equality Act 2010 and to ensure that disabled people falling within the definition of the Act are treated equally and fairly.

In line with the Equality Act 2010, in this policy:

DISABILITY refers to a physical or mental impairment that has a "substantial" and "long-term" negative effect on the ability to carry out normal day to day activities. DISABLED PERSON refers to a person with such a disability.

DISCRIMINATION refers to treating someone with a disability less favorably than others who have no disability, and that treatment cannot be shown to be justified in relation to the activities or circumstances involved.

Club Policy

- The Club is committed to ensuring that its disabled supporters, and those from visiting clubs, and guests have as full access, as it is reasonably possible to make available to all goods, services and facilities provided or offered to the public by the Club.
- The Club recognises that not all of its facilities are fully accessible to disabled customers and confirms that it is committed to making, in due course, the necessary reasonable adjustments described by the Equality Act 2010 and its relevant Codes of Practice to ensure full compliance with the legislation.
- The Club will undertake such additional works as are reasonably required within the timescales set out in the Act.
- The Club will provide a concessionary admission rate for supporters with disabilities and for their carers. The Club will ensure that the scheme does not discriminate between disabled people with differing impairments.
- The Club has a grievance procedure in place and guarantees to its disabled supporters and customers that any complaints of discrimination will be dealt with quickly under that procedure. Complaints can be made to a Club official, by email to the Secretary whose address can be found on the Club's website or by mail to Strathspey Thistle FC, Seafield Park, Grantown on Spey, PH26 3HX

- The Club has advised its staff that any incident of discrimination under the provisions of the Act is a serious matter and will be dealt with under the Club's Disciplinary Procedures.

Disabled Facilities

Marked disabled parking spaces are provided in the Seafield Park main carpark within close proximity to the main entrance to the Main Stand and ground.

Accessibility is available in the Main Stand with provision for two wheelchairs and respective carers.

A disabled toilet is located at Seafield Park main ground in the toilet and refreshment facility. In the event of an emergency those using Disabled facilities need to exit via the main gate to Seafield Park main car park.

Employment

When considering persons for employment Strathspey Thistle Football Club will not discriminate against a disabled person:

- In arrangements made to determine to whom employment should be offered.
- In consideration of the terms under which employment is offered.
- In deliberately refusing to offer or not offering employment to someone based on their disability.
- In the opportunities afforded to any person (i.e. training, promotions or any other work benefit).
- In dismissing someone or subjecting them to any detriment based on their disability.