



**St Johnstone** Football Club Ltd

## **St Johnstone Football Club Disability Policy**

St Johnstone Football Club fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No visitor to McDiarmid Park or employee shall receive less favourable treatment because of disability.

It is in the interests of St Johnstone Football Club and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise and that every effort is made to ensure that football supporters find coming to McDiarmid Park and enjoyable and worthwhile experience. St Johnstone Football Club is therefore committed to maintaining and managing a Disability Policy.

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 purpose of this policy is to ensure that St Johnstone 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 which has a substantial and long-term adverse effect on his 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 favourably than he treats others whom have no disability, and that treatment cannot be shown to be justified in relation to the activities or circumstances involved.



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## Policy

### **Club Policy covering Part III (The provision of goods, services and facilities) of the Equality Act 2010**

- The Club is committed to ensuring that its disabled supporters and customers have as full access as is reasonably possible to make 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 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 provide free access for Personal Assistants of supporters with disabilities. The Club will ensure that the scheme does not discriminate between disabled people with differing impairments.
- The Club is committed to making 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 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.
- 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.

The club undertakes to work closely with the St Johnstone Disabled Supporters Association (formed 2014), to provide club employees to attend the meetings of that organization as often as possible and to work with the Association to help solve problems and make improvements so far as is reasonably practical.

### **Employment**

When considering persons for employment St Johnstone Football Club will not discriminate against a disabled person:

- In the arrangements made for the purpose of determining whom employment should be offered to.
- In 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 a person (i.e. training, promotions or any other work benefit).
- In dismissing someone or subjecting them to any detriment based on their disability.

Document amended: **February 2017**

Paul Smith (Football Administrator).....

Review Date.....

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