

ST JOHNSTONE FOOTBALL CLUB



SES STRATEGY

St Johnstone Football Club is committed to driving positive change through our Social and Environmental Sustainability Strategy (SES),

aligning with UEFA's Club Licensing Regulations. As part of our long-term vision, we aim to reduce our environmental

impact, promote social inclusion, and uphold the highest governance standards. Through sustainable operations, community engagement, and responsible resource management, we strive to make football a force for good—both on and off the pitch.

ANTI-DISCRIMINATION, EQUALITY AND INCLUSION

Objective: To make football an inclusive environment for all who wish to participate, engage with and spectate.

Target:

- Equality, Diversity and Inclusion Policy: Establish and implement a policy for equality, which shall include provisions dealing with harassment and unfair treatment. The policy shall have a nominated member of the Board/Committee with lead responsibility in the club. This policy should as a minimum be published on the club website.
- Equality Monitoring: Every two years the club shall conduct an equality monitoring audit of staff, Board members, and any other relevant club members.
- Actions to address inequality: The club shall produce an equality action plan, which shall contain a minimum of six positive actions being taken by the club to demonstrate its commitment to diversity and inclusion within the context and circumstances in which the club operates.
- Training: The club shall create a learning and development plan that identifies training requirements for staff that complements the club's commitment to diversity and inclusion.
- Tackling discrimination: Pursuant to article 28 of the Scottish FA's Articles of Association, the club will take all reasonable steps to investigate any and all forms of unacceptable conduct, and shall take proportionate disciplinary measures.

McDiarmid Park, Crieff Road, Perth, PH1 2SJ

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REGISTERED IN SCOTLAND NO. 7629 VAT REG NO: 502 8969 30

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ST JOHNSTONE FOOTBALL CLUB



CHILD AND YOUTH PROTECTION

Objective: To make football a safe and fun environment where children's rights are championed by everyone.

Target:

- Child Wellbeing and Protection Policy: Adopt the Child Wellbeing and Protection Policy for Scottish football.
- Child Wellbeing and Protection Officer: Appoint and train a Child Wellbeing and Protection Officer.
- Safe Appointment and Selection: Appoint staff and volunteers through the Appointment and Selection Process.
- Education: Ensure that everyone working with children and young people has undertaken mandatory training and that this is refreshed every three years.

FOOTBALL FOR ALL ABILITIES

Objective: To make football accessible and enjoyable for everyone, following and contributing to football, irrespective of disability or disabling factors.

Target:

- Disability Access Officer: Appoint a Disability Access Officer who is responsible for identifying and implementing reasonable adjustments.
- Access Appraisal: Undertake an Access Appraisal of the ground every five years, implementing actions/changes to the ground where relevant.
- Club Accessibility Policy: Adopt and implement a policy setting out the club's commitment to the Equality Act 2010.

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ENVIRONMENTAL PROTECTION

Objective: Minimise the club's environmental impact and lead in sustainable practices.

Target:

- **Climate Impact:** Reduction of direct and indirect emissions from general operations and events.
- **Circular Economy:** Adopt practices that reduce, reuse, recycle, and recover materials to minimise waste and enhance resource efficiency.
- **Sustainable Procurement:** To ensure all procurement decisions include environmental sustainability, ethical sourcing, and long-term economic viability.
- **Climate Advocacy:** Promoting climate action and protection awareness throughout the club, community, partners and fans.
- **Monitoring of Environmental Sustainability:** Track carbon footprint and implement a carbon reduction plan.

By addressing these areas comprehensively, our club can set a strong example in promoting equality, inclusion, and sustainability in football.

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