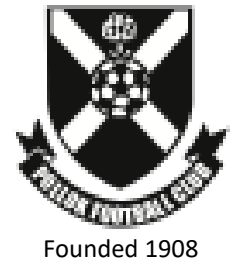


POLLOK FOOTBALL CLUB

Governance Document GD2 Issue 1.

Distribution: Pollok FC Website



DISABILITY POLICY

POLICY INTRODUCTION

Pollok Football Club is wholly committed to a policy of zero discrimination against individuals with any form of disability or medical condition.

This policy document fully supports the Principal Objectives of Pollok FC declared in the Club's Customer Charter. In particular, these include –

- To encourage a growing and more diverse fan base
- To provide a safe a pleasant environment to watch football.

In support of these objectives, the Club makes every effort to comply with the obligations within the Equalities Act 2010. The Club has engaged professional consultant support with the aim of providing the best possible match day experience to those with a disability, taking account of the configuration of the Newlandsfield Park site.

CLUB STRUCTURE TO SUPPORT THE POLICY

The Club Vice President has been nominated to fulfil the role of Disability Access Officer. Accordingly, the Vice President has

overall responsibility for the satisfactory implementation of this policy.

On match days, the Match Day Supervisor ensures that all spectators and guests who are disabled are treated with respect, patience and courtesy, and that due assistance is provided where required.

CLUB FACILITIES

The Club provides the following facilities for visitors who are disabled.

- Use of two designated parking spaces adjacent to the Club pavilion. Additional accessible parking can be provided if required.
- Access to the stadium via the Members Gate adjacent to the pavilion.
- From April 2022, use of the designated shelter for wheelchair users and a personal assistant, situated close to the Club pavilion and the accessible toilet facilities.
- From April 2022, use of the accessible toilet facilities located near to the Club pavilion.
- Use of a catering ordering service. This can be arranged with any of the match officials on duty.

For visitors who are partially sighted/blind, guide dogs are very welcome at Newlandsfield.

Pollok FC readily recognises that disabilities take many forms and that not all of them are visible. The Club would be pleased to discuss the specific needs of any potential spectator or guest, particularly if this support needs to be arranged in advance of match day. The Club email address is info@pollokfc.com.

EMPLOYEES & VOLUNTEERS

The paid employees of the Club consist of the first team players and the first team management and coaching staff. All Committee members and Office Bearers are volunteers who periodically offer themselves for election by the Club Membership at the Annual General Meeting.

For all volunteer and employee roles, the Club will assess fairly all potential candidates against the physical and other demands of each post. For any candidate with a disability, the focus of the assessment will be on what the individual is capable of rather than their capability constraints. To this end, the Club will give serious consideration to making reasonable physical adjustments to the environment in which such candidates may operate in order to maximise their contribution to the Club.

COMPLAINTS

The Club is committed to dealing promptly with all complaints or concerns that are raised in connection with this policy.

Accordingly, all spectators and guests are encouraged to raise any issue with the Match Day Supervisor, or another Committee Member, as soon as possible.

The Match Day Supervisor has authority to address any discrimination complaint where immediate action would resolve the incident. Any complaint which raises a broader discrimination issue, or requires a more extended investigation, will be addressed in an appropriate timescale which will be no later than the next scheduled general Committee Meeting.

All such complaints will be formally logged and the action taken recorded.

POLICY REVIEW

This policy will be reviewed annually by the Club Office Bearers to ensure that its satisfactory effectiveness is maintained.

Issue 1. Last review and Issue 1 release: 13.03.22.