POLLOK FOOTBALL CLUB

Governance Document GD3 Issue 3.

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DIVERSITY & INCLUSION POLICY

POLICY INTRODUCTION

Pollok Football Club declared the following Principal Objectives in the club's Customer Charter.

- To be respected in the world of football
- To be successful at the appropriate level of football for our size and resources
- To be regarded as a community asset
- To encourage a growing and more diverse fan base
- To provide a safe and pleasant environment to watch football
- To ensure good governance and efficient management of operations
- To fully engage with the membership, fans, sponsors, other stakeholders and the local Southside community
- To develop good communications.

The Club regards a robust commitment to diversity, inclusion and anti-discrimination as fundamental to the achievement of *all* of these objectives. Diversity and inclusion are not regarded merely as a set of legal requirements to be adhered to, but are embraced as being wholly morally correct.

POLICY SCOPE

This policy is applied to all Club activities and to all individuals who engage with the Club in any way. Therefore, the scope of the policy includes –

- All Club Office Bearers and the General Committee, volunteers, employees and Club Members
- All out-sourced resources, including stewarding, catering and hospitality
- All other sub-contractors and suppliers
- All spectators, sponsors, guests, visiting teams and match officials
- All representatives of football governing bodies
- Any other individuals that the Club engages with, either in person or via other forms of communication.

CLUB STRUCTURE TO SUPPORT THE POLICY

The commitments within this policy are personally endorsed by the Club President who ensures that the policy is implemented effectively at all times. The policy is implemented primarily by the General Committee and those who are engaged to operate on behalf of the Club.

POLICY SUMMARY

The Club is committed to a policy of equality for all individuals associated with the Club, regardless of their Protected Characteristic as part of the Equality Act (2010).

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are called protected characteristics; all individuals are regarded as having an equal right to be treated with respect and dignity.

ANTI-DISCRIMINATION

The Club implements both internal and external Unacceptable Conduct policies which include a zero tolerance of any form of discrimination. The Club strongly encourages anyone who is subjected to discriminatory behaviour including threats, intimidation, harassment or abuse, to report such incidents to a member of the Club General Committee without delay. Where appropriate, the Committee will take disciplinary action to address the issue. All such incidents and the action(s) taken will be formally recorded.

EMPLOYEES

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 employee posts, the Club is committed to conducting a selection process that is free from any form of discrimination. The assessment of a candidate's merit shall be based solely on their ability to fulfil the requirements of the role. Similarly, offers of volunteer support will be considered on the basis of the appropriate need for such support.

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