BERWICK RANGERS FOOTBALL CLUB PLC

Equality Policy

1. Introduction

Berwick Rangers Football Club, through this Policy, aim to create and maintain a suitable working environment and specifically a place where Spectators can enjoy the game of football, safe in the knowledge that they are free all forms of harassment and abuse.

This Policy covers 3 main areas:

1. Anti-Discrimination
2. Anti-Racism
3. Equal Opportunity

Everyone associated with the Club has a responsibility to prevent and discourage these forms of abuse and as such are responsible for not only their actions but also the actions of others. It is therefore the responsibility of everyone to bring to the Club's attention any incident or behaviour of individuals or groups of individuals deemed to be in breach of this policy. Proven breach of this policy will lead to disciplinary and possible criminal action being taken against the individual. Regardless whether the individual is a member of staff or a spectator they face an indefinite ban from Shielfield Park Stadium and will not be permitted to purchase tickets from Shielfield Park for any Berwick Rangers away fixture.

2. Anti-Discrimination

Berwick Rangers Football Club is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to and should be enjoyed by everyone, equally.

Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion, or disability. Equality of opportunity at Berwick Rangers Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Football development activities.
- Appointments to honorary positions.

Berwick Rangers Football Club will not tolerate racist, sectarian, sexual or bigoted harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Berwick Rangers Football Club is committed to the development of a programme of ongoing training and awareness raising events and activities, to promote the eradication of discrimination within its own organisation, and within football.

Berwick Rangers Football Club gives a commitment to ensure that the club is open to all and the team selection policy will be the footballing ability and character of the individual and the collective balance of the team.

3. **Anti-Racism**

In the first instance Berwick Rangers Football Club ask that any individual bring to the attention of the Club any specific needs related to a protected characteristic, including race, so that the necessary arrangements can be made.

Discrimination takes many forms and one of the most anti-social is that of Racist Abuse. The definition adopted by the Club is that racial abuse or harassment covers any verbal, physical, written, or visible abuse of a person because of their race, ethnic background, nationality, language, or cultural background.

It is the responsibility of all those associated with Berwick Rangers Football Club to ensure that one, it is not present within the Club and two that it will not be tolerated from anyone who meets the Club.

Examples of racial abuse/harassment, which will not be tolerate are:

- Physical – This being intimidating gestures, physical or threat of physical violence or assault.
- Verbal – derogatory remarks about a person's skin colour, nationality or appearance, an individual's culture, racist jokes, or "needling".
- Non-verbal – Graffiti, defacing notices or posters, negative stereotyping, or written treats.

The excuses of an individual that their actions were unintentional will not be tolerated as the key element is that the other party has been offended by the actions of the individual.

The only way to ensure that this form of behaviour cannot be found at Berwick Rangers Football Club is for the Staff of Berwick Rangers and Spectators to work together to, "KEEP RACISM OUT OF Shielfield Park".

As a Spectator:

- Racist taunts and abusive or threatening behaviour will not be tolerated.
- Chanting which challenges the sexuality, religion or race of individuals is an offence.

CCTV cameras and other surveillance are in operation. Supporters (regardless of which Club they support), will be detained by stewards if they are guilty of such behaviour and passed over to Northumbria Police as is the Club's Policy.

Season Ticket Holders (including Club 1881, The Gers and Wee Gers members) carrying out such an incident will face having their season ticket or membership revoked, they face an indefinite ban from Shielfield Park Stadium and will not be permitted to purchase tickets from Shielfield Park for any Berwick Rangers Away fixture.

Non-season Ticket Holders detained for the same reasons will face an indefinite ban from Shielfield Park Stadium and will not be permitted to purchase tickets from Shielfield Park for any Berwick Rangers Away fixture.

Visiting Supporters detained for the same reasons will face an indefinite ban from Shielfield Park Stadium.

In all cases their details will be forwarded to the appropriate authorities.

As an Employee/Volunteer working for Berwick Rangers:

- Ensure that this sort of behaviour is not acceptable by speaking up and reporting guilty parties.
- Offer support to those who have or are being harassed.
- Respect all fellow staff members regardless of their position within the Club, or their ethnic background.
- Help educate all employees/volunteers about this Policy and their responsibilities.
- Line Managers should investigate any reported incidents of Racial Abuse, producing a written report for presentation to the Board of Directors.

Should an employee/volunteer wish to raise a formal complaint against another party they should ensure that a written report of the incident is given to their Line Manager. The Line Manager should then as the accused individual to provide a similar written report on the accusation. Both parties should then be advised to seek legal advice at their own expense or use the services of their trade union (if appropriate). Should the accused person be the Line Manager the complaint should be lodged with the Chairman.

Any employee/volunteer found guilty of racial harassment, will be liable to disciplinary action, which will follow immediately. Depending on the severity of the incident, consideration will be given to passing the Disciplinary Hearing Information over to Lothian & Borders Police.

4. Equal Opportunities

Berwick Rangers Football Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986, and Disability Discrimination Act 1995.

Specifically, discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which is different from the requirements for others.
- Imposing on an individual requirement, which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition, which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual, in any form.
- Harassment of an individual, by virtue of discrimination, in any form.
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds.

Thus, in all the Club's recruitment, selection, promotion, and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible. The Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Club's Policy, any members offending will be dealt with under the disciplinary procedure. The Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

5. **Responsibilities and review**

The Chairman of Berwick Rangers Football Club, Kevin Dixon, will be responsible for monitoring the implementation of the Berwick Rangers Football Club PLC Equality Policy (this document). He will have overall responsibility for overseeing the delivery of any relevant actions and the overall progress of equality within the structures of Berwick Rangers Football Club.

The Berwick Rangers Football Club Board of Directors and Chairman are publicly accountable for equality and will receive regular updates on the activities of the football club with regard to equality, inclusivity and diversity, and the implementation of this Equality Policy from board member Dan Crowe, or any individual nominated to report

by the aforementioned board member. It is the role of the Board of Directors and the Chairman to address any actual or potential breaches of the policy.