

Diversity and Equality Policy

Albion Rovers Football Club believes that every person should feel welcome and safe at football regardless of age, disability, gender, ethnicity, race, faith, sexual orientation or any other equality characteristic.

Albion Rovers Football Club is committed to promoting equality, valuing diversity and combating unfair treatment throughout our organisation, supporters and staff.

We are committed to confronting and eliminating discrimination while at the same time promoting inclusion and celebrating diversity.

Equality and Diversity statement

Albion Rovers Football Club is committed to promoting inclusion and equality and to confronting and eliminating discrimination of any form whether by reason of race, religion, gender, sexual orientation, marital or civil partner status, age, pregnancy or maternity, disability, gender identity or trans status.

Albion Rovers Football Club will not tolerate any form of discrimination against any person and will take relevant action against employees, contractors or supporters who engage in discrimination.

We will create and maintain an organisation in which fairness, equality, anti-discrimination and diversity is maintained, promoted and enforced for the benefit of everyone.

Albion Rovers Football Club is an equal opportunities employer.

We aim to ensure that all employment decisions are taken, without reference to irrelevant or discriminatory criteria, and that staff feel valued and are able to aspire to achieve their full potential.

Legal Obligations

Albion Rovers Football Club is committed to avoiding and eliminating unfair discrimination of any kind in the club, and will under no circumstances condone unlawful discriminatory practices.

The organisation takes a zero-tolerance approach to harassment, victimisation or bullying.

Implementation

The following steps will be taken to publicise this policy and promote equality in Albion Rovers Football Club:

A copy of this document will be published on the Albion Rovers Football Club website

Albion Rovers Football Club Board will take overall accountability for ensuring that the policy is observed

Albion Rovers Football Club will take full account of the policy in arriving at all decisions in relation to activities of Albion Rovers Football Club

It will be a condition of working with Albion Rovers Football Club that suppliers and individuals paid to represent the club:

Commit to act in accordance with this policy; and

Support such measures and initiatives that Albion Rovers Football Club may institute or take part in to advance the aims of this policy.

RESPONSIBILITY, MONITORING AND EVALUATION

The Albion Rovers Football Club Board will be accountable for ensuring the implementation of this policy

Board Member Ben Kearney will be responsible for the day-to-day implementation of equality in the club.

The Board itself will review the policy at intervals of no more than two years, (or when necessary due to changes in legislation) in line with the policy review process.

COMPLAINTS AND COMPLIANCE

Albion Rovers Football Club considers all forms of discriminatory behaviour as unacceptable, and is concerned with ensuring individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate action will be taken against any player, match-day fan, staff, Board member, participant in outreach programmes and other people engaged with the club's activities who violate the Club's Equality & Diversity Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a player, match-day fan, member of staff, Board member, participant in outreach programmes (or other people engaged with the club's activities) should, in the first instance, complain directly to that person.

If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Albion Rovers Football Club itself, the person may raise the matter by emailing board@albionroversfc.com or by writing directly to: Ben Kearney, Board Member, Albion Rovers Football Club, The Reigart Stadium, Coatbridge, Main Street, ML5 3RB.

Albion Rovers Football Club will investigate the complaint and appoint a person to do this. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The parties in question will be notified of the outcome of the investigation, in writing, and this will be reported to Albion Rovers Football Club. If the investigation reveals unacceptable discriminatory behaviour on the part of a person or organisation.

Albion Rovers Football Club may impose sanctions on that person or organisation in line with its policies. Sanctions may range from a written reminder concerning future conduct extending to temporary or permanent expulsion from Albion Rovers Football Club activities.

In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take into account any mitigating circumstances.

Where the breach of the Equality and Diversity Policy is by way of harassment, victimisation or discrimination and amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Albion Rovers Football Club is subject to allegations of unlawful discrimination in a court or tribunal, Albion Rovers Football Club will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.