



**Wick Academy Football Club
Harmsworth Park Wick
Disability Discrimination Policy
WAFC-P-004**



Version 7.4 – 23rd August 2019

Introduction

Wick Academy Football Club is a member of the Scottish Highland Football League and is recognised as being Britain's most northerly senior football club. We travel in excess of 3,000 miles per annum to fulfil our Highland League fixture commitments and have a fully integrated youth programme to develop our local talent. We pride ourselves in community integration at all levels.

Wick Academy Football Club fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability.

It is in the interest of Wick Academy Football Club and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise. As such Wick Academy Football Club is committed to maintaining and managing a diverse work force.

This policy is applicable to all staff, contract workers, spectators and guests of the Club on all premises and places of work occupied by the Club.

The purpose of this policy is to ensure that Wick Academy Football Club complies with the Equality Act 2010 and to ensure that disabled people falling within the definition of the Act are treated equally and fairly.

A copy of the Act can be found here:

<https://www.legislation.gov.uk/ukpga/2010/15/section/6>

In line with the Equality Act 2010, in this policy:

- (1) A person (P) has a disability if -
 - (a) P has a physical or mental impairment, and
 - (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.
- (2) A reference to a disabled person is a reference to a person who has a disability.
- (3) In relation to the protected characteristic of disability -
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;
 - (b) a reference to persons who share a protected characteristic is a reference to persons who have the same disability.
- (4) This Act (except Part 12 and section 190) applies in relation to a person who has had a disability as it applies in relation to a person who has the disability; accordingly (except in that Part and that section) -
 - (a) a reference (however expressed) to a person who has a disability includes a reference to a person who has had the disability, and

- (b) a reference (however expressed) to a person who does not have a disability includes a reference to a person who has not had the disability.

Policy

- The Club is committed to ensuring that its disabled supporters and customers have as full access as is reasonably possible to make to all goods, services and facilities provided or offered to the public by the Club.
- The Club recognises that not all of its facilities are fully accessible to disabled customers and confirms that it is committed to making necessary reasonable adjustments as the Club deem appropriate.
- The Club will provide free access for supporters with disabilities and half-price admission for their carers. The Club will ensure that the scheme does not discriminate between disabled people with differing impairments.
- The Club has a grievance procedure in place and guarantees to its disabled supporters and customers that any complaints of discrimination will be dealt with quickly under that procedure.
- The Club has advised its staff that any incident of discrimination is a serious matter and will be dealt with under the Club's Disciplinary Procedures.

Employment

When considering persons for employment Wick Academy Football Club will not discriminate against a disabled person:

- In the arrangements made for the purpose of determining whom employment should be offered to.
- In the terms under which employment is offered.
- In deliberately refusing to offer or not offering employment to someone based on their disability.
- In the opportunities afforded to a person (i.e. training, promotions or any other work benefit).
- In dismissing someone or subjecting them to any detriment based on their disability.

Document Control

Mandatory Review Date (To be reviewed and published annually).

Review Date: _28th August 2020_
