



## STRANRAER FOOTBALL CLUB

### Equality Policy – May 2026

---

#### 1. Policy Statement

Stranraer Football Club endorses the principle of Equality and is committed to ensuring that everyone wishing to be involved with the Club—regardless of their current or potential role—receives the following:

- **Equal Opportunity:** A genuine opportunity to participate to the full extent of their ambitions and abilities, regardless of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status, or sexual orientation.
- **Respectful Environment:** An environment where rights, dignity, and individual worth are valued, free from discrimination, intimidation, victimisation, bullying, harassment, or abuse.

#### 2. Policy Objectives

This Policy aims to:

- Promote fair and equitable treatment for everyone involved with the Club.
- Ensure no individual receives less favourable treatment based on the grounds listed in the Policy Statement.
- Adopt a strategic approach to eliminating barriers that discriminate against or exclude particular groups.
- Provide clear guidance and communication to all staff and administrators regarding the Club's commitment to Equality.
- Ensure all materials, public statements, and internal procedures reflect a commitment to inclusion.

#### 3. Scope

- **Personnel:** This policy applies to all current and potential employees, workers, Directors, Co-optees, consultants, agents, sub-contractors, and volunteers.
- **Activities:** The policy extends to all activities conducted by Stranraer Football Club.



#### 4. Policy Overview & Positive Action

- **Zero Tolerance:** The Club is committed to eliminating direct or indirect discrimination and takes a zero-tolerance approach to harassment, victimisation, or bullying.
- **Proactive Measures:** The Club will take positive steps to counteract barriers that restrict equal participation and will support initiatives to increase access for under-represented groups.
- **Recruitment:** Employment and selection practices will be applied to support people with protected characteristics in gaining access to work or training.

#### 5. Reasonable Adjustments

Stranraer Football Club recognises its duty to make reasonable adjustments for disabled persons. This includes:

- Removing or altering physical features that make participation difficult.
- Making changes to working arrangements where appropriate.
- Considering all requests for adjustments and seeking specialist advice when necessary.

#### 6. Implementation & Responsibilities

- **Accountability:** The Stranraer FC Board and Chairman are publicly accountable for Equality and will address any policy breaches.
- **Publicity:** This policy will be published on the official Club website.
- **Training:** The Club will provide awareness training for all Board Members and staff.
- **Collaboration:** The Club will cooperate with surveys and initiatives designed to assess community participation in football.

#### 7. Disciplinary Process

Stranraer Football Club reserves the right to audit compliance. Any misconduct discovered through investigation will be handled via the Club's disciplinary procedures, which may ultimately lead to dismissal.

---



## Appendix A: Legal Notes

The Equality Act 2010 harmonises protection from discrimination across the UK.

### Protected Characteristics

Protection is provided on the grounds of age, disability, gender reassignment, marital/civil partnership status, pregnancy/maternity, race, religion or belief, sex, and sexual orientation.

### Key Definitions

Term	Definition
<b>Direct Discrimination</b>	Treating someone less favourably because of a protected characteristic.
<b>Indirect Discrimination</b>	Applying a rule or practice that disadvantages a particular group.
<b>Harassment</b>	Unwanted conduct that violates dignity or creates a hostile environment.
<b>Victimisation</b>	Treating someone poorly because they made a complaint or helped another person do so.