



Cove Rangers Football Club

Equal Opportunities Policy

Version 4.0 - 1st July 2020

Member of the Scottish Professional Football League

1. Cove Rangers Football Club (The Club “) is committed to the development of positive policies to promote equal opportunity in all of its activities. As an equal opportunities employer the Club will abide and adhere to the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

2. All employees and persons acting on behalf of the Club are expected to abide by the requirements of the following acts.

- Race Relations Act 1976
- Sex Discrimination Act 1986
- Equality Act 2010

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, age or disability, less favourably than others.
- Expecting an individual, solely on the grounds stated above, to comply with requirement(s) for any reason whatsoever in relation to their employment or club membership, which are different from others.
- Imposing on an individual requirements or conditions which are in effect more onerous on that individual than they are on others. No individual will be placed at a disadvantage by requirements or conditions which cannot be shown to be necessary to the satisfactory conduct of the job or task.
- Victimisation or harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act which has the effect of disadvantaging an individual against another, or others, purely on the above grounds. Thus all of the Club’s recruitment, selection, promotion and training processes, as well as disciplinary matters, will be determined solely by the application of an objective assessment of personal performance and ability.

3. 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, an undertaking that the practice cease forthwith , restitution of damage or loss (if necessary) and to the investigation of the member of staff accused of discrimination.

4. Any employee or member of staff found guilty of discrimination will be instructed to desist forthwith and will be dealt with under the Club's disciplinary procedures.

5. The Club opposes all forms of discrimination on the grounds of disability. No applicant, employee or member of staff shall receive less favourable treatment than others because of disability. The difficulties of their disablement permitting, assistance will be provided, wherever possible, to ensure that disabled employees or members of staff are helped to gain access and to undertake their duties.

6. The Club, including players and officials, will actively promote initiatives – such as 'Show Racism the Red Card' – in the Community. This will be achieved through positive actions as well as communicating via Match-day Programmes, the Club web-site and, when interacting with supporters and school children.

Document Control

Mandatory Review Date (To be reviewed and published annually)

Review Date 1st July 2021

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