



Nairn County FC Disability Policy

Introduction

Nairn County Football Club is fully observant and supportive of its obligations under the Equality Act (2010) and all other relevant registration and governing body guidance. We also observe policies of both the Scottish Highland Football League and the Scottish Football Association.

As such NCFC opposes discrimination of any sort on the grounds of disability and undertakes that no person of disability will receive less favourable treatment due to the disability and that reasonable adjustments will be made for protected characteristics to reflect equitable treatment.

Further NCFC will ensure that all Applicants and Employees receive equitable treatment regardless of disability and ensure that all employees of the club are made aware of the Disability Policy and observe it at all times.

We also commit that our Disability Policy is applied to and available for anyone, be they employee, contractor, guest or supporter who attends club premises and club activities.

Policy Outline and Direction

The Policy is designed to ensure that NCFC fully complies with the Equality Act (2010) and that it ensures all people of disability who have interaction of any manner with the Club are treated equally, fairly and with respect.

In this policy the following terminology is applicable:

- Disability refers to a physical or mental impairment which has a substantial and/or long-term adverse effect on a person's ability to carry out day-to-day activities.
- Disabled Person refers to a person with such a disability.
- Discrimination refers to treating someone with a disability less favourably than others are treated who have no disability and that treatment cannot be shown to be justified in relation to the activities or circumstances involved.

Club Policy & Commitment

- NCFC undertakes that all persons of disability or with a protected characteristic will have equal access to goods, services and facilities which are provided by the club and are in no way disenfranchised from this access.
- NCFC will provide free access for Carers of people with a disability or a restricted characteristic. **DISABILITY POLICY**
- NCFC will remain observant of any changes or additions to Disability Legislation and commits to its immediate implementation.
- NCFC has a Disability Access Officer (Ian Finlayson, ifinl@hotmail.co.uk, 07821828852) who is available to discuss any needs of persons of Disability in their



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interaction with the club. The DAO or appointed Deputy will be available on match days to assist with any issues or matters arising on the day.

- NCFC has instigated a complaint procedure under which any complaints of discrimination can be dealt with swiftly and in confidence. Any complaints or feedback with regard to disability issues on match days or at any NCFC event can also be reported to any member of Committee or Match day official.

Disability & Employment

NCFC undertakes that the Club will not discriminate in any manner against a person of disability or protected characteristic, particularly with regard to Indirect Discrimination through Club policies. We acknowledge in particular that a person of disability :

- Has equitable access to the advertising, display and information with regard to vacancies.
- Is not disadvantaged with regards to terms and conditions of employment.
- Is not declined consideration for a post on the grounds of disability.
- Is offered equitable employee benefits, training and advancement opportunities.
- Is not prioritised for any disciplinary procedures or dismissal related to their disability.

Disability in the Community

As a Community Club, NCFC commits to fully interacting with the disabled community both within and out with Nairn.

We commit to interact with Third Sector organisations and where we can, engage and provide assistance to disability organisations through our sporting activities

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