

NAIRN COUNTY FOOTBALL CLUB LTD



NAIRN COUNTY FOOTBALL CLUB DISABILITY POLICY

1. Introduction

Nairn County Football Club is fully observant and supportive of its obligations under the Disability Discrimination Act 1995 and also further as a member of both the Scottish Highland Football League and The Scottish Football Association.

As such Nairn County opposes discrimination of any sort on the grounds of disability and undertakes that no person of disability will receive less favourable treatment due to that disability during any interaction with the club. Further Nairn County 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 all times. Further we ensure 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.

2. Policy Outline and Direction

The Policy is designed to ensure that Nairn County Football Club fully complies with the Disability Discrimination Act 1995 and that it ensures all people of disability who have interaction of any manner with the Club are treated with equally, fairly and with respect.

In line with the Disability Discrimination Act 1995, in this policy the following terminology is applicable:

DISABILITY refers to a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal 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 he treats others whom have no disability, and that treatment cannot be shown to be justified in relation to the activities or circumstances involved.

3. Club Policy & Commitment

- : Nairn County undertakes that all persons of disability have equal access to the goods, services and facilities which are provided by the club and are in no way disenfranchised from this access due to a disability.
- : Where not all Facilities, such as catering shop, are not as physically accessible for people for reason of individual disabilities. The club will ensure that there is Stewarding available to assist the person of disability with access to the service or make reasonable adjustments to ensure Service is

available at an equitable level through alternative avenues to ensure that the Disability Discrimination Act 1995 is fully complied with.

- : Nairn County Football Club commits to provide free access for all Supporters of disability and entrance at half-price for their Carers.

- : Nairn County Football Club will remain observant of any changes or additions to Disability Legislation and commits to its immediate implementation

- : Nairn County Football Club has appointed a Disability Access Officer (Ian Finlayson, ifinl@hotmail.co.uk, 07821828852) who is available to discuss any needs of persons of disability in their interactions with the club. The DAO or an appointed Deputy will be available on matchdays to assist with any issues or matters arising on the day.

- : Nairn County Football Club 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 Matchdays or at any Nairn County Football Club event can also be reported to any member of Committee or Matchday official.

4. Disability & Employment

Nairn County Football Club undertakes that the Club will not discriminate in any manner against a person of disability who may apply for or undertake employment with the Club. We acknowledge in particular ensuring that a person of disability:

- : Has equitable access to the advertising, display and information with regards to vacancies.
- : Is not disadvantaged with regards to the 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 disciplinary procedures or dismissal related to their disability.

5. Disability in the Community

As a Community club, Nairn County commits to fully interacting with the disabled community both within and outwith Nairn. We commit to interact with Third Sector organisations and where we can, engage and provide assistance to Disability Organisations through our sporting activities.

Policy Reviewed and Updated following Disability Inspection by independent Auditor Brian Sherrett, GRHL. A full report of the Audit Inspection report is available on the Club Website.