



St Johnstone Football Club Ltd

St Johnstone Football Club Disability Policy

St Johnstone 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 visitor to McDiarmid Park or employee shall receive less favourable treatment because of disability.

It is in the interests of St Johnstone Football Club and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise and that every effort is made to ensure that football supporters find coming to McDiarmid Park an enjoyable and worthwhile experience. St Johnstone Football Club is therefore committed to maintaining and managing a Disability Policy.

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 St Johnstone 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.

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

- **DISABILITY** refers to a physical or mental impairment which has a substantial and long-term adverse effect on a person's 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.



McDiarmid Park, Crieff Road, Perth PH1 2SJ
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Policy

Club Policy covering Part III (The provision of goods, services and facilities) of the Equality Act 2010

- 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 the necessary reasonable adjustments described by the Equality Act 2010 and its relevant Codes of Practice to ensure full compliance with the legislation.
- The Club will provide free access for Personal Assistants of supporters with disabilities. The Club will ensure that the scheme does not discriminate between disabled people with differing disabilities.
- The Club is committed to making the necessary reasonable adjustments described by the Equality Act 2010 and its relevant Codes of Practice to ensure full compliance with the legislation.
- The Club will undertake such additional works as are reasonably required within the timescales set out in the Act.
- 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 under the provisions of the Act is a serious matter and will be dealt with under the Club's Disciplinary Procedures.

The club undertakes to work closely with the St Johnstone Disabled Supporters Association (formed 2014), to provide the opportunity for club employees to attend the meetings of that organization as often as possible and to work with the Association to help solve problems and make improvements so far as is reasonably practical.

The Club undertakes to maintain the existing role of Disabled Access Officer and encourages dialogue between that person (currently Beverley Mayer) and any relevant stakeholders.

Employment

When considering persons for employment St Johnstone 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.

St Johnstone supporters should contact the McDiarmid Park Ticket Office (01738 551853) or if you are a visiting supporter please contact the ticket office of your OWN CLUB (i.e. the club visiting McDiarmid Park) who in turn will advise us of all their requirements for the admission of ambulant disabled supporters. Tickets should be collected from our Ticket Office before proceeding to the relevant turnstile/accessible entrance. We will sell unsold ambulant disabled/ personal assistant tickets on the day of the game from our Ticket Office subject to availability. However, the Club reserves the right to request "proof of disability" before any purchase is made.

BLIND & PARTIALLY SIGHTED SUPPORTERS

Hospital Radio Perth provides commentary of our home games and fans who are blind or partially sighted can listen to this commentary via one of our radio receivers. Our receivers are wireless and can be used in any of our four stands. For information on how to book a receiver please contact Beverley Mayer on (01738) 459090 or email DAO@perthsaints.co.uk.

ASSISTANCE DOGS

Assistance dogs are welcome in the stadium by prior arrangement. Please contact Beverley Mayer on (01738) 459090 or email DAO@perthsaints.co.uk.

PARKING

St Johnstone FC has 29 bays set aside for Blue Badge holders, a limited number of which are available to book in advance on a match-by-match basis. These bays are available to both home and visiting supporters and can be booked by contacting Beverley Mayer on (01738) 459090 or email DAO@perthsaints.co.uk . Parking bays are £5 each which is payable on the day.

Document amended: **October 2018**

Paul Smith (Football Administrator).....

Review Date.....

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