

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 ground 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. We are committed to being an inclusive organisation.

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 the 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.

TYPES OF DISCRIMINATION:

Under the Equality Act it is unlawful to:

- Discriminate directly by treating someone less favourably than others because of disability (direct discrimination).
- Discriminate indirectly by applying a provision, criterion or practice that disadvantages someone with a shared disability without objective justification (indirect discrimination).
- Discriminate by treating someone unfavourably because of something arising in consequence of disability without objective justification (discrimination arising from disability).
- Fail to comply with a duty to make reasonable adjustments where a disabled person is placed at a substantial disadvantage.
- Subject someone to harassment related to disability.
- Victimise someone because they have made or intend to make a disability discrimination complaint, or because they have done or intend to do other things in connection with the Equality Act.

- Instruct, cause, or induce or help someone to unlawfully discriminate, or to attempt to do so.
- Ask job applicants pre-employment health questions other than for a prescribed reason.

Policy

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

- The Club is committed to increasing accessibility for its disabled employees, volunteers, supporters and customers so that they 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. This reflects our core value that we should be inclusive in all we do.
- We are committed to taking steps to prevent discriminatory practices and to raising the level of accessibility to a point where disadvantages are either removed altogether or minimised as much as reasonably possible. The Club will provide free access for Personal Assistants of supporters with disabilities. The Club has a complaints and 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 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 organisation 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.

Specific Considerations for Disabled Employees

Where an employee or candidate suffers from a disability (whether mental or physical) which impacts on their ability to perform duties, the Club encourages them to tell us about the condition so that we can consider what reasonable adjustments could be made to the terms of employment, the workplace or the duties carried out.

INFORMATION FOR DISABLED SUPPORTERS AT McDIARMID PARK

DISABLED SUPPORTERS

Details of concessionary pricing for disabled supporters can be found in the 'Disabled Supporters' section of the official club website or from the club's tickets office (ticket-sales@perthsaints.co.uk) or telephone 01738 455000.

WHEELCHAIR USERS

HOME SUPPORT

There are 8 wheelchair spaces available in the Main Stand plus another 11 in the East Stand. Access to these positions is entirely on the level and there are accessible toilets close by. Wheelchair users are admitted at a cost of £15 for adults and £9 for concessions. If the person is accompanied by a Personal Assistant they will be allocated a seat next to the wheelchair user. Where this is not possible the PA will be allocated a seat in the row behind the wheelchair area. The cost of their admission is included in the £15/£9 price. For those without season tickets, booking of wheelchair spaces on a game-by-game basis should be done as early as possible in the week prior to the match. Please contact our Ticket Office on 01738 455000 to do this.

AWAY SUPPORT

In April 2011 the club opened a new accessible facility for away fans in the north end of the West Stand. Access to these 8 positions is entirely on the level and there is an accessible toilet nearby. Wheelchair supporters are admitted at a cost of £15 for adults and £9 for concessions. If the person is accompanied by a Personal Assistant they will be allocated a seat next to the wheelchair user. Where this is not possible the PA will be allocated a seat either in the row behind or the row in front of the wheelchair user. The cost of their admission is included in the £15/£9 price.

As the kiosk facility for this area is downstairs we operate an 'at your seat' catering service for wheelchair users and their PAs.

Booking of wheelchair spaces on a game-by-game basis should be done as early as possible in the week prior to the match. 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 admission of wheelchair users. Although this method of pre-booking is recommended to ensure that the facilities are not over-subscribed, we will sell wheelchair user/personal assistant tickets from our Ticket Office on the day of the game (subject to availability).

AMBULANT DISABLED SUPPORTERS

For the purposes of providing ticket information please regard 'ambulant' as people who have physical disability, are blind or partially sighted, are deaf or hard of hearing or have communication difficulties or cognitive disabilities.

Our policy is to allow ambulant disabled supported concessionary rates of admittance in line with wheelchair users i.e. £15 adult/£9 concession for the disabled person with the Personal Assistant price of admission included in the £15 adult/£9 concession. Booking of ambulant disabled tickets should be done as early as possible in the week prior to the match.

St Johnstone supporters should contact the McDiarmid Park Ticket Office (01738 455000) 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.

For disabled supporters utilising the Ormond or East Stand arrangements can be made from pre-paid tickets to be collected from The Saints shop up until kick off. The Saints Shop is wheelchair accessible.

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.

ASSITANCE 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.

ADDITIONAL MATTERS

Due to Covid 19 pandemic, access to Saints TV is provided for all season ticket holders. Additional commentary is provided via Hospital Radio Perth.

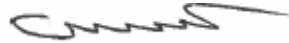
Document amended: March 2021

Kirsten Robertson (Head of Football Operations)
Review date: March 2022

DOCUMENT OWNER AND APPROVAL

A current version of this document is available to all staff members and published on the Club's Shared Drive.

This policy was reviewed and approved by the Chair and is issued on a version controlled basis under his signature.

A handwritten signature in black ink, appearing to read 'Charlie Fraser', written in a cursive style.

Name: Charlie Fraser