



St Johnstone Football Club Disability Policy – September 2023

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 the 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 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 a disability (direct discrimination).
- Discriminate indirectly by applying a provision, criterion, or practice that may disadvantage someone with a shared disability without objective justification (indirect discrimination).
- Discriminate by treating someone unfavourably because of something arising in consequence of a 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 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 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 will provide free access for the Personal Assistants of disabled supporters (where required). The Club will ensure that the scheme does not discriminate between disabled people with differing disabilities.
- The Club is 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 has a complaints and grievance procedure in place and guarantees to its disabled supporters and customers that any complaints of discrimination will be handled promptly 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 organisation as often as possible and to work with the Association to help solve problem 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

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.

The Club would encourage any disabled employee or candidate to inform us of any barrier preventing them from performing their duties so that we may consider what reasonable adjustments could be made to the terms of employment, the workplace, or the duties carried out.

Policy reviewed: September 2023

A handwritten signature in black ink, appearing to read 'Stan Harris', with a stylized flourish at the end.

Stan Harris (Chief Executive Officer)

Review date: September 2024