

PUBLIC

Kilwinning Rangers Football Club – Anti Discrimination Policy (Reviewed January 2026)

# Kilwinning Rangers Football Club

Bufs Park

Pennyburn Road

Kilwinning



Anti-Discrimination Policy

Updated January 2026

KILWINNING RANGERS FOOTBALL CLUB

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## Kilwinning Rangers Football Club – Anti Discrimination Policy (Reviewed January 2026)

Kilwinning Rangers Football Club is responsible for setting standards and values to apply throughout the Club at every level. Football belongs to, and should be enjoyed by, everyone equally.

Our commitment is to confront and eliminate discrimination, whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at Kilwinning Rangers Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

These commitments apply to:

- Advertising for volunteers
- Selection of candidates for volunteers
- Courses
- External coaching and educational activities/awards
- Team selections
- Appointments to any titled positions

Kilwinning Rangers Football Club will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it might occur.

Kilwinning Rangers Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities aimed at promoting the eradication of discrimination within its own organisation and within the wider football community.

### KILWINNING RANGERS FOOTBALL CLUB ANTI RACISM POLICY STATEMENT

Kilwinning Rangers Football Club (the Club) has a proud tradition of being detached from the taint of sectarianism and is similarly utterly opposed to any manifestation of racism in print, by actions or verbally on or off the pitch.

Consequently, the Club fully endorses UEFA's ten-point plan of action for professional football clubs, which calls for clubs to:

- 1. Issue a statement saying the club will not tolerate racism, spelling out the action it will take against those engaged in racist chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.**

### RESPONSE

The Club has played an active role in anti-racist activities mounted by both the Scottish Executive and the Football League and has made it clear that it will not tolerate racist behaviour and/or chanting from any spectator (home or visiting) in Buffs Park.

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Furthermore, the Club match programme routinely confirms in writing that it is a criminal offence, for which spectators may be arrested, to take part in racist behaviour and that persons convicted of such offences will be the subject of exclusion orders banning them from football grounds, and in particular Buffs Park. The Club has actively supported and prominently displayed posters for 'Show Racism the Red Card', 'Kick it Out' and other relevant campaigns. Ground Regulations outlining the code of conduct expected of supporters in respect of racist behaviour will be on display around the ground.

**2. Make public address announcements condemning racist behaviour at matches.**

**RESPONSE**

In the event of racist behaviour at matches at Buffs Park, and in consultation with Police Scotland, public address announcements would be made condemning such incidents and reinforcing the Club's policy and its determination to take the strongest possible action against any individual or group responsible.

**3. Make it a condition for season ticket holders that they do not take part in racist abuse.**

**RESPONSE**

This is implicit in the Club's overall policy in respect of combating racist behaviour.

**4. Take action to prevent the sale of racist literature inside and outside the ground.**

**RESPONSE**

The Club, in consultation with Police Scotland, will take all relevant action in respect of preventing the sale of such literature inside the ground and will support the prosecution of any group or individual suspected of being engaged in such activities.

While the Club unreservedly condemns such activities, this remains a matter for Police Scotland.

**5. Take disciplinary action against players who engage in racial abuse.**

**RESPONSE**

The Club will take appropriate action against any player, or other employee, proven to have engaged in racist abuse or behaviour.

The Club will exclude any volunteer engaged in activities under the control of the Club, in the event of him/her being proven to have engaged in racist behaviour and/or abuse.

**6. Contact other clubs to make sure they understand the Club's policy on racism.**

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**RESPONSE**

The Club considers that the WoSFL is the key player in combating racist behaviour and in this context, believe that the policy of Kilwinning Rangers Football Club should be communicated to the WoSFL as opposed to individual clubs.

Further, the Club considers that the WoSFL should advise member clubs of their obligations in respect of combating racial behaviour and/or abuse and ensure compliance with agreed standards.

**7. Encourage a common strategy between stewards and Police for dealing with racist abuse.**

**RESPONSE**

The Club already operates in concert with Police Scotland in respect of all aspects of crowd behaviour/control at Buffs Park and the prevention of racist behaviour and/or abuse is constantly addressed.

**8. Remove any racist graffiti from the ground as a matter of urgency.**

**RESPONSE**

Any racist graffiti would be removed as a matter of urgency.

**9. Adopt an equal opportunities policy in relation to employment and service provision.**

**RESPONSE**

The Club is an equal opportunities employer and compliant with the relevant UK legislations.

**10. Work with all groups and agencies, such as the Police, supporters, schools, sponsors, local businesses and voluntary organisations to develop pro-active programmes and make progress to raise awareness of campaigning to eliminate racial abuse and discrimination.**

**RESPONSE**

As previously stated, the Club has played an active role in anti-racist activities mounted by the football league and Scottish Executive and will continue to do so

**Document Control Mandatory Review Date**

(To be reviewed and published annually). January 2023

1. Reviewed March 2023 – Jack Conway, Club Licensing Officer
2. Reviewed March 2024 – Alan McAlpine, Club Licensing Officer
3. Reviewed January 2025 – Alan McAlpine, Club Licensing Officer
4. Reviewed January 2026 – Alan McAlpine, Club Licensing Officer