

PUBLIC

Kilwinning Rangers Football Club – Equality Policy (Reviewed January 2026)

# Kilwinning Rangers Football Club

Bufs Park

Pennyburn Road

Kilwinning



## Equality, Diversity & Inclusion Policy

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Kilwinning Rangers Policy Statement

## Equality, Diversity & Inclusion Policy

Football is for everyone and should be enjoyed by anyone who wants to participate in it, whether as a player, official, staff member, volunteer, or spectator. Kilwinning Rangers Football Club strives to be accessible to all, within the workplace, local community and beyond.

Kilwinning Rangers Football Club has consulted with a range of stakeholders in the formulation of this Policy and it is designed to comply with current legislation. The Policy will be published across all of its official media and publications.

Our Club is committed to promoting equality, diversity and inclusion among our members and eliminating unlawful discrimination. The aim is for our members to be truly representative of all sections of society.

Our underpinning principle is to treat everyone fairly and for customers and employees to feel respected. We will strive to exercise and demonstrate a zero tolerance to harassment and unfair treatment. Every Board member, official, spectator can be assured of an environment in which their rights, dignity and individual worth are respected in an environment free of intimidation, victimisation, harassment or abuse.

### General

The policy's purpose:

To eliminate discrimination and promote the equality of opportunity and fairness, we recognise that discrimination can be direct and indirect and can take place at a personal and institutional level:

- **Direct Discrimination:** treating a person less favourably than others where the reason is linked to one of the '**protected characteristics**' (*age, race, religion or belief, gender, gender reassignment, sexual orientation, pregnancy and maternity, marriage and civil partnership, disability*)
- **Indirect Discrimination:** applying conditions, stipulations or practices that puts an individual or group of people at a particular disadvantage compared to other persons. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities
- **Harassment:** unwanted conduct in relation to a protected characteristic that violates a person's dignity, or which creates a hostile, degrading, humiliating or offensive environment for that person
- **Victimisation:** unlawful to treat a person less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped others to do so.
- **Bullying:** a form of personal harassment involving the misuse of power, influence, or position to persistently criticise, humiliate or undermine a person.

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The Club will ensure that equality and fairness are integral parts of all its activities. All decisions, policies and procedures will seek to further equality where possible. In providing goods, services and facilities we are committed against unlawful discrimination of customers or the public.

This policy harmonises Government legislations, such as The Equality Act 2010 along with other Kilwinning Rangers Football Club anti-discrimination policies.

### **We, Kilwinning Rangers Football Club:**

- Are opposed to discrimination in any form and at all levels and committed to take all steps within its power to counteract it.
- Will seek to ensure that no one receives less favourable treatment or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- Will seek to ensure good communication with all diversity groups and will make information available in suitable formats for those who have difficulty in communicating.
- Will respect community diversity and will seek to ensure our services will be relevant and accessible to all sectors of the community.
- Will seek to provide employees and customers with full, clear and accurate information regarding our business operations.
- Will view harassment as a priority matter for serious investigation.
- Will provide diversity training for all staff and will encourage active participation.
- Will monitor all policies and procedures regularly to ensure compliance with this Policy.
- Will seek to engage with local diversity groups to ensure Kilwinning Rangers Football Club's services are fair and accessible to all.

### **Creating an inclusion working environment**

The Club will provide equality, fairness and respect for **all** in our club and encourage equality, diversity and inclusion within the workplace. In turn, this will create an environment free of bullying, harassment, victimisation and unlawful discrimination whilst promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.

We commit to training players and all other staff about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves in a manner which supports the Club's policy in full at all times. All staff should understand they, as well as the Club, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

Complaints of bullying, harassment, victimisation and unlawful discrimination in the course of the Club's work activities will be taken very seriously.

Such acts will be dealt with as misconduct under the Club's grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

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Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

Kilwinning Rangers Football Club will make opportunities for training, development and progression available to all staff, who will be helped and encouraged to develop their full potential.

Decisions concerning staff will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

We will review and update staff practices and procedures when necessary to ensure fairness and reflect changes in the law.

The Club will monitor the make-up of the staff regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### Conclusion

Kilwinning Rangers Football Club is committed to remove and eliminate any direct or indirect discrimination of any form or kind within the Club structures and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to discrimination, harassment, victimisation or bullying.

The Equality, Diversity and Inclusion Policy is fully supported by senior management and has been passed at Board meetings. Equal outcomes and fairness are a natural and integral part of good practice and will develop services to the fullest extent possible for the good of Kilwinning Rangers Football Club staff and customers.

Kilwinning Rangers Football Club Board are publicly accountable for Equality and will receive regular updates on Kilwinning Rangers Football Club activities and the implementation of the Equality, Diversity and Inclusion Policy from the Chairman. It is the role of the Board and Chairman to address any actual or potential breaches of the policy.

The Policy will be reviewed annually or sooner as required by best practice or legislation.



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**This Equality Policy has been reviewed and updated on Thursday 22<sup>nd</sup> January 2026 by:**

<b><u>Name</u></b>	<b><u>Role</u></b>	<b><u>Club</u></b>	<b><u>Date</u></b>
Scott Hannah	DAO	Kilwinning Rangers FC	<b>22<sup>nd</sup> January 2026</b>
Alan McAlpine	Club Licensing Officer	Kilwinning Rangers FC	<b>22<sup>nd</sup> January 2026</b>