



## CODE OF CONDUCT

Auchinleck Talbot are a family club open to all we make every effort to make everyone feel welcome when they come to Beechwood Park.

The Club will not tolerate unacceptable conduct at Beechwood Park or at any away football ground.

Auchinleck Talbot F.C. expects all our supporters to conduct themselves in a way that represents the values of the club. Conduct that jeopardises the safety and enjoyment of others or is likely to bring the club into disrepute is not acceptable and will not be tolerated.

Unacceptable conduct is conduct considered to be violent or disorderly. Violent conduct includes any actual, attempted, or threatened physical violence against any person, or intentional damage to property.

Disorderly conduct includes that which is designed to create hatred or ill will towards individual groups based on their Gender, Colour, Race, Religion, Sexual Orientation, Transgender Identity or Disability.

Using threatening, or abusive language or conduct.

Displaying anything that is threatening, abusive, or insulting.

No Alcohol will be allowed inside Beechwood Park

Persons who are intoxicated by any means will not be allowed admission,

**ALL PERSONS ENTERING THE GROUND ARE ADMITTED SUBJECT TO THE CONDITION THAT THEY MAY BE REQUIRED TO SUBMIT TO A SEARCH TO PREVENT DANGEROUS ARTICLES BEING BROUGHT INTO THE GROUND WHICH MAY BE USED TO CAUSE INJURY OR DAMAGE TO PERSONS OR PROPERTY**

**NO PYROTECHNICS PERMITTED.**



# **Auchinleck Talbot Football Club**

## **Beechwood Park Auchinleck**

### **Ground and Spectator Safety Rules**

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## Introduction

Auchinleck Talbot Football Club is a member of the West of Scotland Football League and full members of the Scottish Football Association. The Club Stadium is Beechwood Park, Beechwood Avenue, Auchinleck KA18 2AR

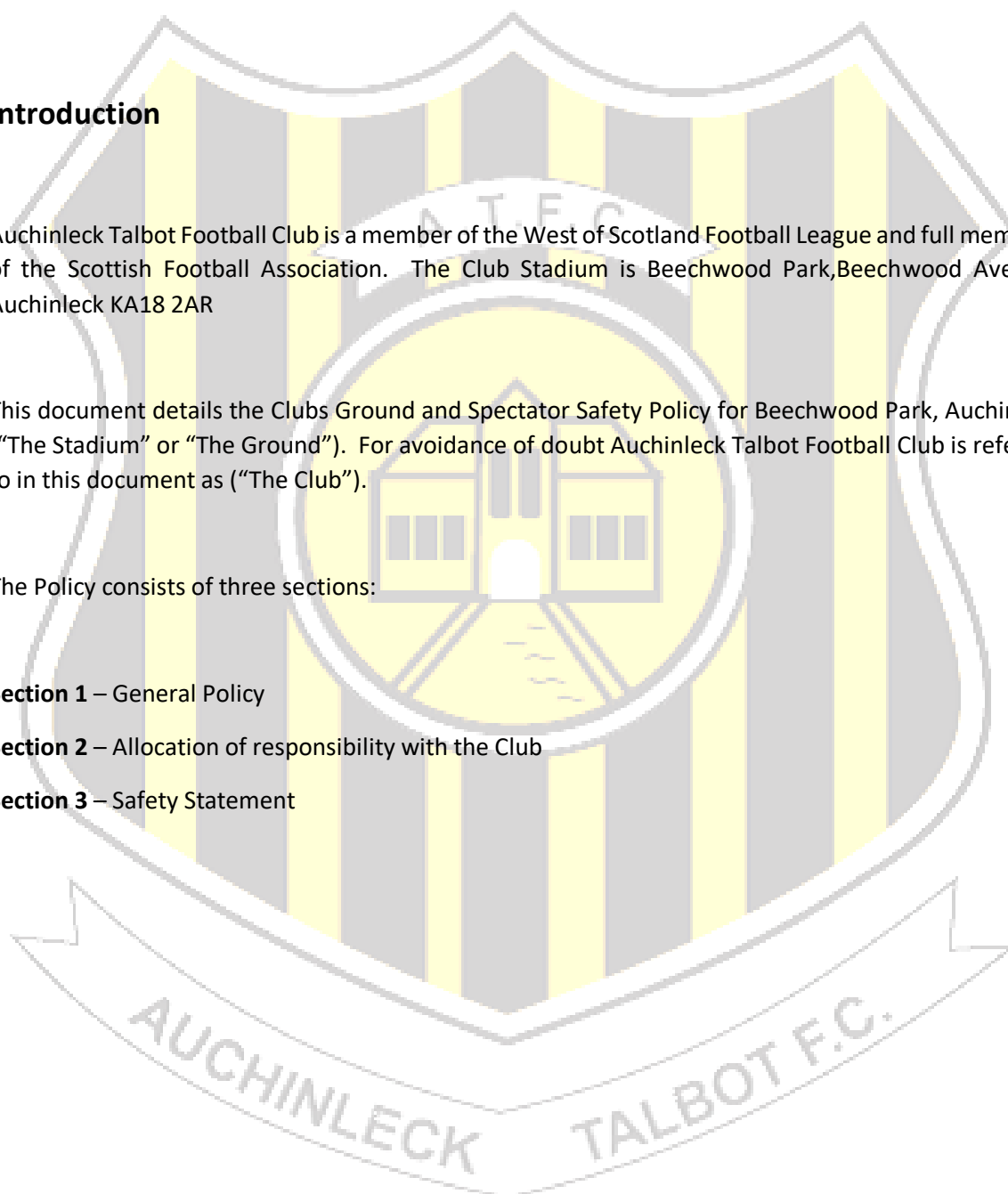
This document details the Clubs Ground and Spectator Safety Policy for Beechwood Park, Auchinleck ("The Stadium" or "The Ground"). For avoidance of doubt Auchinleck Talbot Football Club is referred to in this document as ("The Club").

The Policy consists of three sections:

**Section 1** – General Policy

**Section 2** – Allocation of responsibility with the Club

**Section 3** – Safety Statement





## **Section 1 – General Policy**

### **1. Final Responsibility**

The Committee members of Auchinleck Talbot Football Club bear ultimate responsibility for the safe operation of Beechwood Park football ground. The Committee members adopted this safety policy on

Date: 1<sup>st</sup> October 2020

The day-to-day responsibility for implementation of the policy is delegated to the undernoted:

Responsible Person: **Henry Dumigan**

Position: **Club Secretary**

### **1.1. Safe Facilities**

The Club undertakes to ensure, as far as is reasonably practicable that, events at Beechwood Park are staged in such a way, that the safety of everybody at Beechwood Park is guaranteed.

### **1.2. Safety and Systems**

The Club, through all Committee Members will ensure the reasonable safety of those attending events at Beechwood Park. The Club will ensure that systems exist for the safe admission, accommodation and exit of spectators- please refer to the Event Safety Management Plan/Match day Risk Assessment for further safety details.

### **1.3. Risk Assessment**

The Club will undertake and maintain a process of risk assessment as required by the Management of Health and Safety at Work Regulations, 1999 and will have regard to this assessment in formulating and updating this policy. These Risk Assessments will also form the basis of the Clubs Contingency Plan.

The crest of A.T.F.C. Talbot F.C. is a shield with vertical yellow and grey stripes. At the top is a banner with 'A.T.F.C.' and in the center is a circular emblem showing a building. At the bottom is a banner with 'TALBOT F.C.'. The text 'ROCHINLECK' is partially visible on the left side of the bottom banner.

## Section 2 – Allocation of Responsibility within the Club

### 2. Persons with Safety Responsibilities

Person with overall Safety responsibility:

Responsible Person: Henry Dumigan

Position: Club Secretary

Person with day-today responsibility:

Responsible Person: Campbell Peden

Position: Safety /Covid19 Officer

In the absence of either person identified above the match day committee member on duty will assume match day responsibility for safety.

### **2.1. Communication and monitoring of Safety Policy**

Each committee member will be advised of the policy of the Club towards the safety of spectators. Anyone engaged on match day duties will be provided with more detailed information relating to their duties. Everyone will receive regular reports on the operation and implementation of the policy.

### **2.2. Safety Policy review**

This policy will be reviewed and amended as appropriate, following any incident involving spectators, in the light of findings of investigations. Likewise, if changes to operations or facilities lead to significant changes in working practices, the policy will come under review and amendment, as necessary.

## **Section 3 – Safety Statement**

### **3. Organisation/Structure for Implementing Safety**

Auchinleck Talbot Committee members have the responsibility for ensuring that the policy is observed and that club personnel who are engaged in safety duties, clearly understand the requirements of the policy.

#### **3.1 Arrangements for Monitoring the Policy**

Auchinleck Talbot Committee members will monitor the implementation and effectiveness of the policy and report on a regular basis to everyone involved with this club.

#### **3.2. Spectator Management**

Spectator management will be controlled as follows:

### **3.2.1. Segregation**

Segregation will be implemented within Beechwood Park only when deemed necessary. In instances where this is required an appropriately sized area will be allocated within the ground. This will be split from the rest of the stand through the provision of a line of barriers, and will be stewarded as appropriate. Please refer to the Event Safety Management Plan and Match Day Risk Assessment for additional control measures.

### **3.2.2. Entry of Spectators and Ground Rules**

Spectators will be admitted to the ground in an orderly, safe manner through the four main turnstiles. Club Officials will be in attendance, as deemed appropriate, to ensure the safety of spectators. People who are clearly under the influence of alcohol or other substances or are in possession of unauthorised objects (including bottles) will not be allowed into the ground, more details are contained in the undernoted Ground Rules.

The Club will ensure that an effective system for counting spectators as they enter the ground is in place so that club officials can ascertain the number of spectators in the ground at any time. The capacity for Beechwood Park has been set as being 3404 and is clearly shown within the Event Safety Management Plan for Beechwood Park.

If necessary, appropriate information can be relayed to spectators over the Clubs public address system which can be heard in all areas of the ground.

#### **Ground Rules:**

All persons entering Beechwood Park are admitted subject to the following Ground Rules and to the Rules and Regulations of the SFA and SPFL. Entry to the Ground shall be deemed to constitute unqualified acceptance of all these Rules and Regulations.

All persons entering the Ground are admitted subject to the condition that they may be required to submit to a search to prevent dangerous articles being brought into the Ground which might be used to cause injury or damage to persons or property.



Spectators are asked, in the interests of public safety and good order, to comply with all instructions issued by Police and the Club.

All matches are played in accordance with the Rules of the Scottish Football Association, the Scottish Professional Football League, and, where applicable, the Regulations of U.E.F.A. competitions.

Play cannot be guaranteed to take place on any particular day or at any particular time and the Club reserves the right to change its advertised fixtures without prior notice and without liability.

On no account will admission be granted to a person who is subject of a current Football Banning Order.

Tickets allocated by this Club are issued on the express condition that no holder shall sell or transfer the ticket for a larger price than face value. In the event of any breach of this condition Auchinleck Talbot Football Club reserves the right to cancel the ticket and retain the money paid.

At all times, the right of admission and allocation of viewing position is reserved by the Club Management and spectators found in an area amid opposing supporters may be ejected.

When a match is abandoned before the expiry of the first half, admission vouchers for the rearranged fixture will be issued to spectators. That arrangement does not however preclude spectators from seeking a cash refund from the Club on presentation of that voucher. The arrangements in cases where the match is abandoned after the expiry of the first half shall be a matter for the reasonable discretion of the Club.

In the event of an all-ticket match being postponed for any reason, the ticket can be retained and will be valid for the rescheduled fixture. Alternatively, spectators will be entitled to a refund.

All children entering the Ground, must pay for admission or hold a valid ticket.

Unauthorised persons are not permitted to enter upon the field of play or the perimeter section.

Failure to comply may result in arrest or removal from the Ground, application of a stadium ban and/or Instigation of Football Banning Order procedures.

It is an offence under the terms of the Criminal Law (Consolidation) (Scotland) Act 1995, as amended by the Crime and Disorder Act, 1998 to make any remarks of a racist nature. Any breach of this may result in arrest and Instigation of Football Banning Order procedures.

The use of threatening behaviour, foul or abusive language is strictly forbidden. Racial, sectarian, homophobic or discriminatory abuse or chanting is also forbidden and is considered as unacceptable conduct and may result in arrest and instigation of Football Banning Order procedures.

It is an offence under the Public Order Act 1986 for any person to enter or attempt to enter the Ground: Whilst in possession of any article or substance which is a firework or whose main function is the emission of a flare for the purposes of illuminating or signalling (as opposed to igniting or heating) or the emission of smoke or visible gas, and includes distress flares, fog signals and pellets and capsules intended to be used as fumigators or for testing pipes.

It is an offence under the Criminal Law (Consolidation) (Scotland) Act 1995 to enter or attempt to enter the Ground: Whilst in possession of a controlled container which is or could hold liquid and which, if thrown would be capable of causing injury to another person, or whilst drunk or in the possession of alcohol.

Persistent standing is forbidden in seated viewing areas. Anyone who continues to stand after having been requested not to may be removed from the Ground and be subject to a ban.

Under no circumstances is it permitted to throw any objects whether on to the pitch, track or any other area.

Club flags and banners, as well as any official national flag are permissible, provided they do not carry any additional religious, racist or other derogatory messages. Flags/banners must not interfere with the viewing capabilities or safety of other Spectators. In addition, flags and banners must not be allowed to obstruct advertising boards or directional signage. Small flags can be mounted on garden canes provided the canes measure less than 100cms in length.

Unnecessary noise such as from the use of radio sets and behaviour likely to cause confusion, annoyance, or nuisance of any kind, is not permitted in any part of the Ground.

Except for authorised Media representatives holding accreditation issued by the club/event organiser, the taking of photographs or filming by any means inside the Ground is prohibited. In addition, no transmission or reproduction, in whole or in part, in any form, or by any means, electronic, mechanical, recording or otherwise is permitted save with a special authorisation in writing by the club/event organiser and, where appropriate, the prior consent of the Scottish Football Association, the Scottish Professional Football League, the or appropriate body.

### **3.2.3. Management of Spectators in the Ground**

Club Officials will monitor the safety of spectators in the ground, as appropriate, and report any potential problems. Committee members will be responsible for ensuring that the “No Smoking” policy, for the stand, is implemented. The public address system will be used to relay safety related information to spectators.

Spectators can enter the stand and standing enclosure from either end but club officials will ensure access / exit walkways are kept clear at all times. All raised steps / uneven areas on spectator walkways will be highlighted with high visibility markings.

The ground capacity has been calculated as 3500 and this has been verified by East Ayrshire Council Events and Resilience Management Officer.

### **3.2.4. Exit of Spectators**

Spectators will be allowed to leave the ground at the appropriate exits and all gates/turnstiles will be open to ensure safe egress. Club Officials will ensure that exit gates are opened before the end of the game and that spectators leave in an orderly manner, with particular consideration given to children and persons with a disability. Exits and emergency escape routes will be kept clear of obstructions at all times.

### **3.2.5. Persons with a Disability**

There is suitable covered accommodation in place for persons with a disability within the ground and they will be assisted to this designated area, or to another area if they wish, by Committee Members as appropriate.

Committee members will assist persons with a disability to enter or leave the ground if such assistance is required. Likewise, if requested they will assist any person with a disability in accessing public amenities e.g., toilets, or refreshment facilities.

### **3.3. Committee members acting as Stewarding**

The club will ensure that an appropriate number of Committee members are in attendance for each home game. Committee members will be identifiable by always wearing high visibility vests or jackets.

### **3.4. Inspections**

The club objective is that spectators can attend Beechwood Park in the knowledge that they are in a safe environment and certain periodic checks will be carried out in line with this. Inspections by the local authority are also periodically carried out

General, periodic inspections will be carried out by the Auchinleck Talbot Committee members and will cover the following areas:

- Exits to ensure that there are no trip hazards and surfaces are not slippery
- Signage, where appropriate, is in place
- Park exits are kept clear of obstructions
- Combustible or flammable material is not in evidence
- Firefighting equipment, as appropriate, in place and available for use
- All stadium lighting is in working order

### **3.5. Contractors**

If contractors are working at the ground Auchinleck Talbot Committee members will ensure that they are made aware of the club's policy with regard to safety matters.

### **3.6. Communications with the Public**

Matters relating to the safety policy will be relayed to the public as appropriate, through the public address system, match day programme if applicable, or on the Clubs official web site <https://www.auchinlecktalbot.com> In the event of the normal public address system failing a loud hailer will be available for use.

### **3.7. Communications with staff**

Club Officials will be issued with a copy of the Safety Policy. Problems experienced or potential problems will be discussed at regular Committee meetings.

### **3.8. Fire Precautions**

The Club recognises risk from fire. To mitigate this risk, the Club will enforce a strict no smoking policy in all areas within the ground and checks are made to ensure there is no build-up of combustible materials in any area.

### **3.9. First aid/medical provision**

Club Personnel with Sports Injury training will be available on match days. These first aiders will have access to medical equipment if required.

### **3.10. Crowd Doctor**

If an attendance of over 2,000 is anticipated, arrangements will be made to have a suitably trained crowd doctor in attendance. The whereabouts of the doctor in the ground will be made known to first aid personnel and key members of the club committee. The doctor will normally be situated in the main stand or dug-out area. Ambulances are stationed at the local Ambulance depot and can normally be at the ground if called as part of an emergency within 25 minutes.

For crowds under 2,000 the provision of a doctor at the ground will not be possible, but the nearest hospital is less than 25 minutes away should a situation arise- The Ayr Hospital,  
Dalmellington Road, Ayr KA6 6PT. Phone: 01292 886666.

### **3.11. Club Contingency Plans**

The club has drawn up a Contingency Plan to deal with emergencies and incidents, which might occur during a match or when spectators are queuing to enter the ground.

Controlled copies of the Contingency Plan are available to the Clubs Committee members, and a copy issued to the Emergency Services. A controlled copy will be kept in the Secretaries office at the park should it be required.

The Club Committee will continually review the Contingency Plan and revise it in the light of lessons learned from any incidents that may take place and in consultation with the Emergency Services.

### **3.12. Maintenance of records**

A record will be kept by Auchinleck Talbot Committee of any accident or incident which causes injury, other than a playing injury, which:

- a) Is brought to the notice of the Club Committee
- b) Occurs whilst the Stadium is in use for a specified event, and

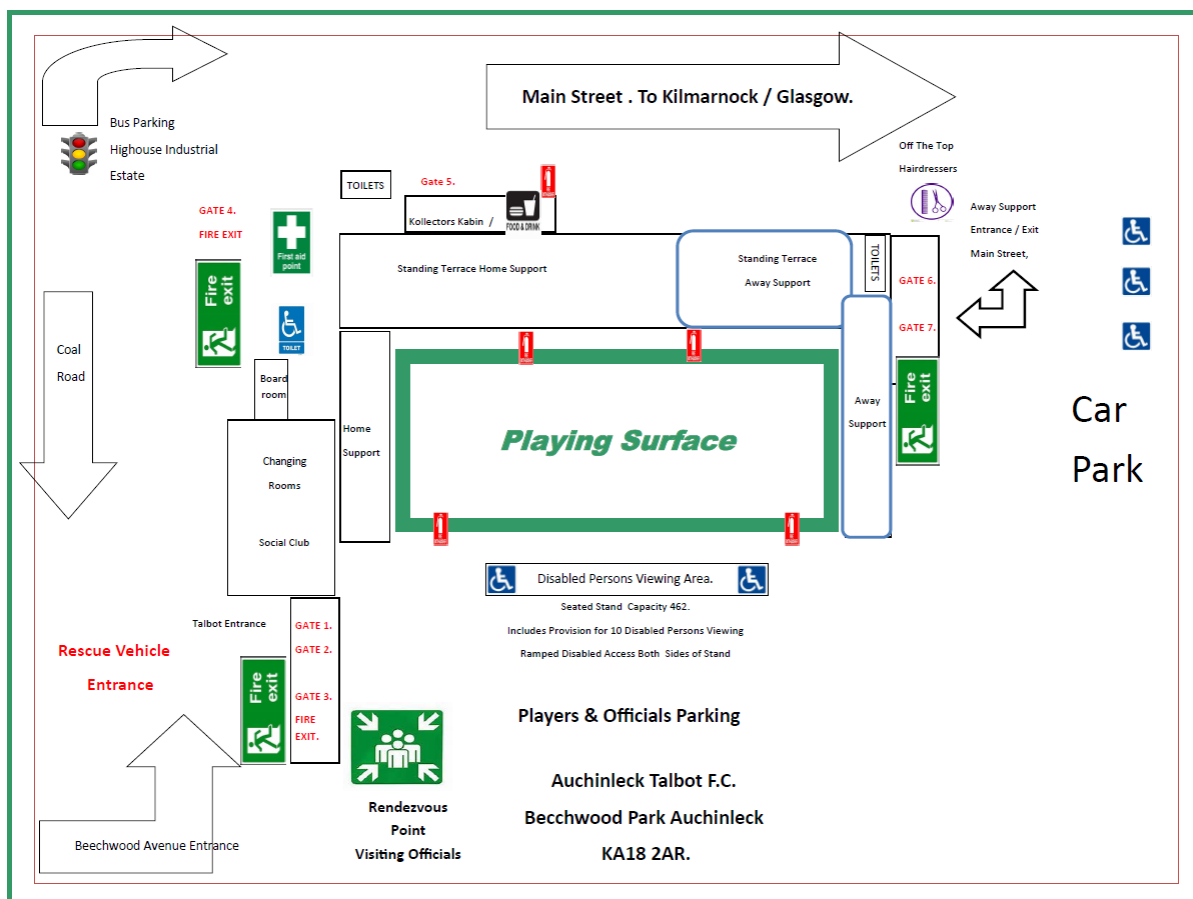
- b) Has safety implications

Other records that will be maintained by the Committee are as follows:

- A record of all first aid and medical treatment provided during or in connection with a specified event.
- A record of inspections and tests of firefighting equipment. (12 monthly).
- A record of tests on the public address system (6 monthly).
- A record in Defects Logbook of any defect relating to the Safety of the ground, howsoever discovered, together with a record of when such a defect was remedied.
- A record of the following certificates:
  - A certificate of inspection of the firefighting equipment. This is supplied with new fire extinguishers and covers a lifespan of 10 years.
  - A letter of compliance issued by the local authority (24 monthly).

This policy is in respect of spectator safety for Auchinleck Talbot Football Club Beechwood Park Auchinleck.KA18 2AR.

The Club has made this policy available on the club's official website and keeps this policy under review, with additions or amendments made where deemed appropriate by the club, or under the advice of governing bodies or other relevant bodies.



Signed by. *Morton Wright Snr* Club President

*Henry Dumigan* Club Secretary

On behalf of Auchinleck Talbot Football Club Committee members 21<sup>st</sup> December 2020.



## CHILDREN'S RIGHTS POLICY STATEMENT

## **Foreword on Children's Wellbeing – Morton Wright Snr.**

### **President Auchinleck Talbot Football Club.**

The Wellbeing and the best interests of the children are held with the upmost importance. We understand the concerns parents and guardians may have regarding the potential dangers that children face on a day-to-day basis. Our Child Wellbeing and Protection Policy will ensure that every effort is made, in conjunction with parents and guardians, employees and competent designated safeguarding personnel, to ensure that children are protected to the best of our ability whilst in the care of the club. We will ensure that we follow the correct recruitment procedures when selecting our workforce to work with children. The club will also ensure that competent, trained staff will be available if a child needs help and support. This will be dealt with in sensitive and supportive way. We want to ensure that children who are part of the Auchinleck Talbot family enjoy the activities at the club and feel safe and supported. Football should provide children with a safe environment to develop their football skills, keep fit and to improve social skills by being part of a family club. The club understands the importance of placing a focus on Children's Wellbeing and are committed to providing the best possible environment to enjoy football.

Morton Wright Snr, President, Auchinleck Talbot Football Club


Auchinleck Talbot FC is fully committed to embedding a rights-based approach in Scottish football. We recognise and work within the general principles of the United Nations Convention on the Rights of the Child (UNCRC) for the best interests of the child, non-discrimination, participation as well as survival and development.

For the purposes of this policy a child is recognised as someone under the age of 18 years. This policy applies to all children regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status, or family circumstance.

Auchinleck Talbot FC will:

- Respect the rights of children as paramount.
- Provide opportunities for every child interested to play football to gain a positive experience.
- Include and involve children in decision making, providing opportunities for children to be heard.
- Promote and implement policies and procedures to safeguard the wellbeing of children and protect them from abuse, ensuring they know what to do and who they can speak to if they need help.



- 
- Promote and implement policies and guidelines to prevent and respond to bullying, ensuring they know what to do and who they can speak to if they need help.
  - Require members of staff, volunteers, and members of Auchinleck Talbot FC to adopt and abide by this policy.
  - Train, support and supervise its members of staff, volunteers, and members of Auchinleck Talbot to adopt best practice in embedding children's rights in Scottish football and promoting, protecting, and respecting these rights to children.
  - Respond to any concerns raised where a child's rights are being denied in Scottish football.
  - Regularly monitor and evaluate the implementation of this policy, these procedures, and associated safeguards in developing our child-rights based approach and include children's views in this process.

### **Review**

This policy and associated policies, procedures and safeguards will be regularly reviewed and will include children's participation and feedback on the content and actual experience of implementation as part of the review:

- In accordance with changes in legislation and guidance on children's rights or following any changes within Auchinleck Talbot FC.
- Following any issue or concern raised about children's rights being denied within Auchinleck Talbot FC
- In all other circumstances, at least every three years.

### **Wellbeing Officer**

Club appointed Campbell Peden as Wellbeing Officer.

Contact details [peden13@me.com](mailto:peden13@me.com) Tel: 07714299673

Signed by. *Morton Wright Sr* Club President

*Henry Dumigan* Club Secretary

On behalf of Auchinleck Talbot Football Club Committee members 21<sup>st</sup> December 2020.



# **Auchinleck Talbot Football Club**

## **Beechwood Park Auchinleck**

### **Ground and Spectator Safety Rules**

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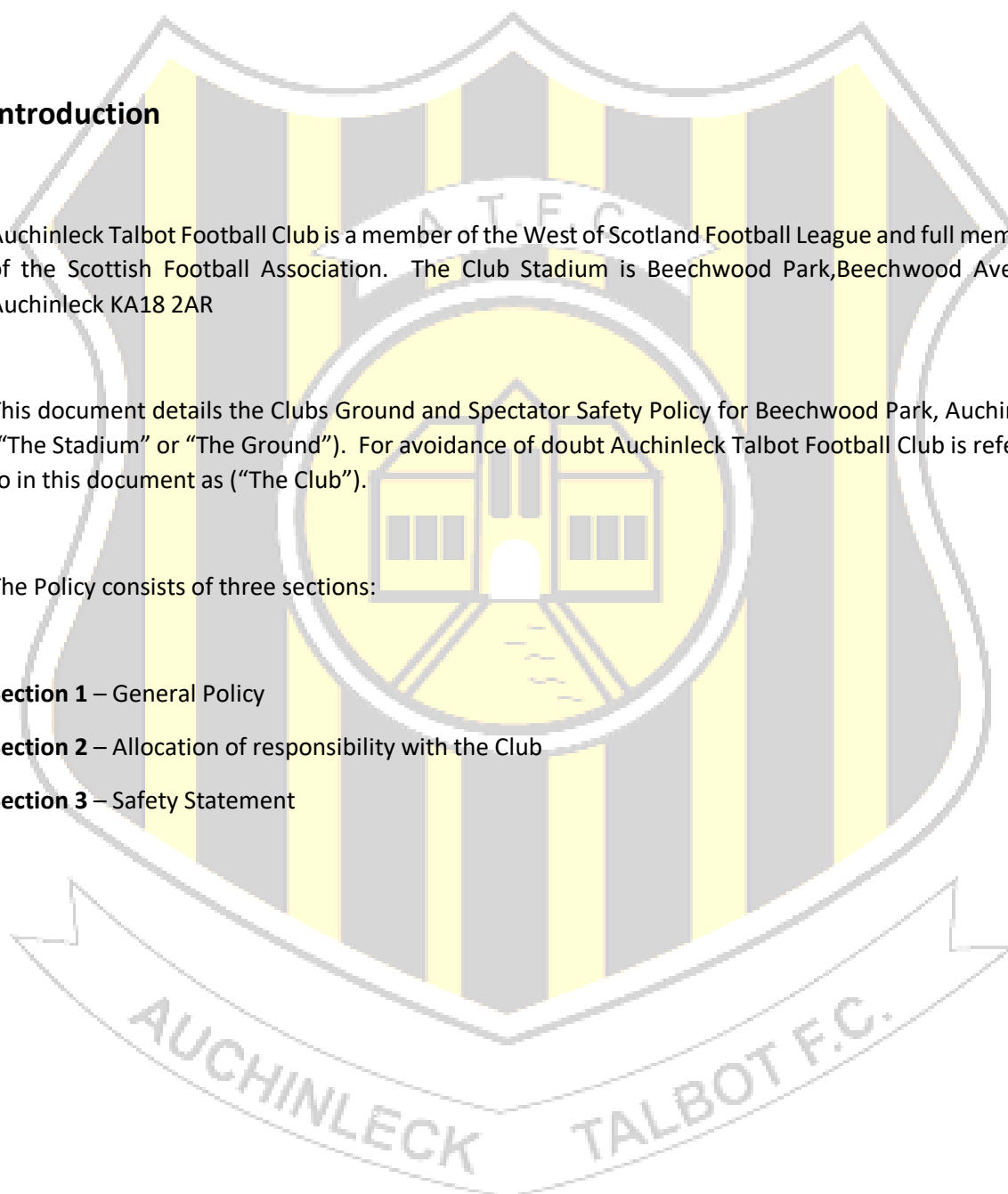
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## **Section 1 – General Policy**

### **1. Final Responsibility**

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Date: 1<sup>st</sup> October 2020

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All persons entering the Ground are admitted subject to the condition that they may be required to submit to a search to prevent dangerous articles being brought into the Ground which might be used to cause injury or damage to persons or property.



Spectators are asked, in the interests of public safety and good order, to comply with all instructions issued by Police and the Club.

All matches are played in accordance with the Rules of the Scottish Football Association, the Scottish Professional Football League, and, where applicable, the Regulations of U.E.F.A. competitions.

Play cannot be guaranteed to take place on any particular day or at any particular time and the Club reserves the right to change its advertised fixtures without prior notice and without liability.

On no account will admission be granted to a person who is subject of a current Football Banning Order.

Tickets allocated by this Club are issued on the express condition that no holder shall sell or transfer the ticket for a larger price than face value. In the event of any breach of this condition Auchinleck Talbot Football Club reserves the right to cancel the ticket and retain the money paid.

At all times, the right of admission and allocation of viewing position is reserved by the Club Management and spectators found in an area amid opposing supporters may be ejected.

When a match is abandoned before the expiry of the first half, admission vouchers for the rearranged fixture will be issued to spectators. That arrangement does not however preclude spectators from seeking a cash refund from the Club on presentation of that voucher. The arrangements in cases where the match is abandoned after the expiry of the first half shall be a matter for the reasonable discretion of the Club.

In the event of an all-ticket match being postponed for any reason, the ticket can be retained and will be valid for the rescheduled fixture. Alternatively, spectators will be entitled to a refund.

All children entering the Ground, must pay for admission or hold a valid ticket.

Unauthorised persons are not permitted to enter upon the field of play or the perimeter section.

Failure to comply may result in arrest or removal from the Ground, application of a stadium ban and/or Instigation of Football Banning Order procedures.

It is an offence under the terms of the Criminal Law (Consolidation) (Scotland) Act 1995, as amended by the Crime and Disorder Act, 1998 to make any remarks of a racist nature. Any breach of this may result in arrest and Instigation of Football Banning Order procedures.

The use of threatening behaviour, foul or abusive language is strictly forbidden. Racial, sectarian, homophobic or discriminatory abuse or chanting is also forbidden and is considered as unacceptable conduct and may result in arrest and instigation of Football Banning Order procedures.

It is an offence under the Public Order Act 1986 for any person to enter or attempt to enter the Ground: Whilst in possession of any article or substance which is a firework or whose main function is the emission of a flare for the purposes of illuminating or signalling (as opposed to igniting or heating) or the emission of smoke or visible gas, and includes distress flares, fog signals and pellets and capsules intended to be used as fumigators or for testing pipes.

It is an offence under the Criminal Law (Consolidation) (Scotland) Act 1995 to enter or attempt to enter the Ground: Whilst in possession of a controlled container which is or could hold liquid and which, if thrown would be capable of causing injury to another person, or whilst drunk or in the possession of alcohol.

Persistent standing is forbidden in seated viewing areas. Anyone who continues to stand after having been requested not to may be removed from the Ground and be subject to a ban.

Under no circumstances is it permitted to throw any objects whether on to the pitch, track or any other area.

Club flags and banners, as well as any official national flag are permissible, provided they do not carry any additional religious, racist or other derogatory messages. Flags/banners must not interfere with the viewing capabilities or safety of other Spectators. In addition, flags and banners must not be allowed to obstruct advertising boards or directional signage. Small flags can be mounted on garden canes provided the canes measure less than 100cms in length.

Unnecessary noise such as from the use of radio sets and behaviour likely to cause confusion, annoyance, or nuisance of any kind, is not permitted in any part of the Ground.

Except for authorised Media representatives holding accreditation issued by the club/event organiser, the taking of photographs or filming by any means inside the Ground is prohibited. In addition, no transmission or reproduction, in whole or in part, in any form, or by any means, electronic, mechanical, recording or otherwise is permitted save with a special authorisation in writing by the club/event organiser and, where appropriate, the prior consent of the Scottish Football Association, the Scottish Professional Football League, the or appropriate body.

### **3.2.3. Management of Spectators in the Ground**

Club Officials will monitor the safety of spectators in the ground, as appropriate, and report any potential problems. Committee members will be responsible for ensuring that the “No Smoking” policy, for the stand, is implemented. The public address system will be used to relay safety related information to spectators.

Spectators can enter the stand and standing enclosure from either end but club officials will ensure access / exit walkways are kept clear at all times. All raised steps / uneven areas on spectator walkways will be highlighted with high visibility markings.

The ground capacity has been calculated as 3500 and this has been verified by East Ayrshire Council Events and Resilience Management Officer.

### **3.2.4. Exit of Spectators**

Spectators will be allowed to leave the ground at the appropriate exits and all gates/turnstiles will be open to ensure safe egress. Club Officials will ensure that exit gates are opened before the end of the game and that spectators leave in an orderly manner, with particular consideration given to children and persons with a disability. Exits and emergency escape routes will be kept clear of obstructions at all times.

### **3.2.5. Persons with a Disability**

There is suitable covered accommodation in place for persons with a disability within the ground and they will be assisted to this designated area, or to another area if they wish, by Committee Members as appropriate.

Committee members will assist persons with a disability to enter or leave the ground if such assistance is required. Likewise, if requested they will assist any person with a disability in accessing public amenities e.g., toilets, or refreshment facilities.

### **3.3. Committee members acting as Stewarding**

The club will ensure that an appropriate number of Committee members are in attendance for each home game. Committee members will be identifiable by always wearing high visibility vests or jackets.

### **3.4. Inspections**

The club objective is that spectators can attend Beechwood Park in the knowledge that they are in a safe environment and certain periodic checks will be carried out in line with this. Inspections by the local authority are also periodically carried out

General, periodic inspections will be carried out by the Auchinleck Talbot Committee members and will cover the following areas:

- Exits to ensure that there are no trip hazards and surfaces are not slippery
- Signage, where appropriate, is in place
- Park exits are kept clear of obstructions
- Combustible or flammable material is not in evidence
- Firefighting equipment, as appropriate, in place and available for use
- All stadium lighting is in working order

### **3.5. Contractors**

If contractors are working at the ground Auchinleck Talbot Committee members will ensure that they are made aware of the club's policy with regard to safety matters.

### **3.6. Communications with the Public**

Matters relating to the safety policy will be relayed to the public as appropriate, through the public address system, match day programme if applicable, or on the Clubs official web site <https://www.auchinlecktalbot.com> In the event of the normal public address system failing a loud hailer will be available for use.

### **3.7. Communications with staff**

Club Officials will be issued with a copy of the Safety Policy. Problems experienced or potential problems will be discussed at regular Committee meetings.

### **3.8. Fire Precautions**

The Club recognises risk from fire. To mitigate this risk, the Club will enforce a strict no smoking policy in all areas within the ground and checks are made to ensure there is no build-up of combustible materials in any area.

### **3.9. First aid/medical provision**

Club Personnel with Sports Injury training will be available on match days. These first aiders will have access to medical equipment if required.

### **3.10. Crowd Doctor**

If an attendance of over 2,000 is anticipated, arrangements will be made to have a suitably trained crowd doctor in attendance. The whereabouts of the doctor in the ground will be made known to first aid personnel and key members of the club committee. The doctor will normally be situated in the main stand or dug-out area. Ambulances are stationed at the local Ambulance depot and can normally be at the ground if called as part of an emergency within 25 minutes.

For crowds under 2,000 the provision of a doctor at the ground will not be possible, but the nearest hospital is less than 25 minutes away should a situation arise- The Ayr Hospital,  
Dalmellington Road, Ayr KA6 6PT. Phone: 01292 886666.

### **3.11. Club Contingency Plans**

The club has drawn up a Contingency Plan to deal with emergencies and incidents, which might occur during a match or when spectators are queuing to enter the ground.

Controlled copies of the Contingency Plan are available to the Clubs Committee members, and a copy issued to the Emergency Services. A controlled copy will be kept in the Secretaries office at the park should it be required.

The Club Committee will continually review the Contingency Plan and revise it in the light of lessons learned from any incidents that may take place and in consultation with the Emergency Services.

### **3.12. Maintenance of records**

A record will be kept by Auchinleck Talbot Committee of any accident or incident which causes injury, other than a playing injury, which:

- c) Is brought to the notice of the Club Committee
- b) Occurs whilst the Stadium is in use for a specified event, and
- d) Has safety implications

Other records that will be maintained by the Committee are as follows:

- A record of all first aid and medical treatment provided during or in connection with a specified event.
- A record of inspections and tests of firefighting equipment. (12 monthly).
- A record of tests on the public address system (6 monthly).
- A record in Defects Logbook of any defect relating to the Safety of the ground, howsoever discovered, together with a record of when such a defect was remedied.
- A record of the following certificates:
  - A certificate of inspection of the firefighting equipment. This is supplied with new fire extinguishers and covers a lifespan of 10 years.
  - A letter of compliance issued by the local authority (24 monthly).

This policy is in respect of spectator safety for Auchinleck Talbot Football Club Beechwood Park Auchinleck.KA18 2AR.

The Club has made this policy available on the club's official website and keeps this policy under review, with additions or amendments made where deemed appropriate by the club, or under the advice of governing bodies or other relevant bodies.



## **Foreword on Children's Wellbeing – Morton Wright Snr.**

### **President Auchinleck Talbot Football Club.**

The Wellbeing and the best interests of the children are held with the upmost importance. We understand the concerns parents and guardians may have regarding the potential dangers that children face on a day-to-day basis. Our Child Wellbeing and Protection Policy will ensure that every effort is made, in conjunction with parents and guardians, employees and competent designated safeguarding personnel, to ensure that children are protected to the best of our ability whilst in the care of the club. We will ensure that we follow the correct recruitment procedures when selecting our workforce to work with children. The club will also ensure that competent, trained staff will be available if a child needs help and support. This will be dealt with in sensitive and supportive way. We want to ensure that children who are part of the Auchinleck Talbot family enjoy the activities at the club and feel safe and supported. Football should provide children with a safe environment to develop their football skills, keep fit and to improve social skills by being part of a family club. The club understands the importance of placing a focus on Children's Wellbeing and are committed to providing the best possible environment to enjoy football.

Morton Wright Snr, President, Auchinleck Talbot Football Club

Auchinleck Talbot FC is fully committed to embedding a rights-based approach in Scottish football. We recognise and work within the general principles of the United Nations Convention on the Rights of the Child (UNCRC) for the best interests of the child, non-discrimination, participation as well as survival and development.

For the purposes of this policy a child is recognised as someone under the age of 18 years. This policy applies to all children regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status, or family circumstance.

Auchinleck Talbot FC will:

- Respect the rights of children as paramount.
- Provide opportunities for every child interested to play football to gain a positive experience.
- Include and involve children in decision making, providing opportunities for children to be heard.
- Promote and implement policies and procedures to safeguard the wellbeing of children and protect them from abuse, ensuring they know what to do and who they can speak to if they need help.



- Promote and implement policies and guidelines to prevent and respond to bullying, ensuring they know what to do and who they can speak to if they need help.
- Require members of staff, volunteers, and members of Auchinleck Talbot FC to adopt and abide by this policy.
- Train, support and supervise its members of staff, volunteers, and members of Auchinleck Talbot to adopt best practice in embedding children's rights in Scottish football and promoting, protecting, and respecting these rights to children.
- Respond to any concerns raised where a child's rights are being denied in Scottish football.
- Regularly monitor and evaluate the implementation of this policy, these procedures, and associated safeguards in developing our child-rights based approach and include children's views in this process.

### **Review**

This policy and associated policies, procedures and safeguards will be regularly reviewed and will include children's participation and feedback on the content and actual experience of implementation as part of the review:

- In accordance with changes in legislation and guidance on children's rights or following any changes within Auchinleck Talbot FC.
- Following any issue or concern raised about children's rights being denied within Auchinleck Talbot FC
- In all other circumstances, at least every three years.

### **Wellbeing Officer**

Club appointed Campbell Peden as Wellbeing Officer.

Contact details [peden13@me.com](mailto:peden13@me.com) Tel: 07714299673

Signed by. *Morton Wright Sr* Club President

*Henry Dumigan* Club Secretary

On behalf of Auchinleck Talbot Football Club Committee members 21<sup>st</sup> December 2020.



## CODE OF CONDUCT

Auchinleck Talbot are a family club open to all we make every effort to make everyone feel welcome when they come to Beechwood Park.

The Club will not tolerate unacceptable conduct at Beechwood Park or at any away football ground.

Auchinleck Talbot F.C. expects all our supporters to conduct themselves in a way that represents the values of the club. Conduct that jeopardises the safety and enjoyment of others or is likely to bring the club into disrepute is not acceptable and will not be tolerated.

Unacceptable conduct is conduct considered to be violent or disorderly. Violent conduct includes any actual, attempted, or threatened physical violence against any person, or intentional damage to property.

Disorderly conduct includes that which is designed to create hatred or ill will towards individual groups based on their Gender, Colour, Race, Religion, Sexual Orientation, Transgender Identity or Disability.

Using threatening, or abusive language or conduct.

Displaying anything that is threatening, abusive, or insulting.

No Alcohol will be allowed inside Beechwood Park

Persons who are intoxicated by any means will not be allowed admission,

**ALL PERSONS ENTERING THE GROUND ARE ADMITTED SUBJECT TO THE CONDITION THAT THEY MAY BE REQUIRED TO SUBMIT TO A SEARCH TO PREVENT DANGEROUS ARTICLES BEING BROUGHT INTO THE GROUND WHICH MAY BE USED TO CAUSE INJURY OR DAMAGE TO PERSONS OR PROPERTY**

**NO PYROTECHNICS PERMITTED.**



NO

## Diversity & Inclusion

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## **Inclusion**

Auchinleck Talbot Football Club provide leadership to the sporting sector, to influence and drive the changes needed to address inequalities and ensure everyone can get involved in sport and physical activity.

We are also committed to embedding a culture of inclusion in our organisation and ensuring that everyone are treated fairly, without discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

### **What do we mean by inclusion?**

Inclusion at its simplest is 'the state of being included'. It is about ensuring people feel they belong and are welcome, engaged, and connected. It is about valuing all individuals, giving equal access and opportunity to all and removing discrimination and other barriers to involvement.

We know that sport has a major role to play in tackling inequality and contributing to a more inclusive Scotland. To work towards inclusion, we need to imagine a better world and understand that everyone has something to contribute.

Inclusive is a major principle in our approach. For example, it is connected to our person-centred principle because it is about people having a say in decisions that affect them. It is connected to our collaborative principle because we need to prioritise partnerships that can have an impact on inclusion. Inclusion is also connected to community empowerment because it encourages people to participate in their own communities and make their own decisions.

Auchinleck Talbot Football Club is proud to become a partaker of the Scottish Football Association Diversity Code, launched by The Scottish Football Association to drive diversity and inclusion across Scottish football.

Auchinleck Talbot Football Club are one of over many clubs across the whole of Scottish Football committing to tackle inequality across senior leadership positions, broader team operations and coaching roles.

The Code has been developed in collaboration with club committee members, players, coaches, our supporters, and our neighbouring football clubs to ensure Scottish football better represents our modern and diverse society.

Recognising that clubs and support structures off the pitch do not reflect the increasing gender and ethnic diversity seen on the pitch, it will increase accountability and transparency and will see the SFA, key stakeholders and clubs across the men's and women's game commit to embedding greater diversity across senior leadership teams, team operations and coaching setups.

Our club aims to encourage recruitment from across society. Hiring will be based on merit, to find the best person for roles within our club from diverse talent pipelines. The aim is to move away from recruitment practices focused on personal networks, which is a longstanding challenge across football and has limited the diversity in leadership across the game.

Our club views this as a starting point towards greater diversity and, while focusing on gender and ethnicity now in reflection of the current player base, it will expand more broadly over time.

Auchinleck Talbot Football Club is proud of its strong track record in ensuring all our coaches flourish within our organisation.

Stuart Davidson, Liam McVey, Colin Spence, James Latta, David Gilles, Bryan Young, David Gormley, are among several examples of prominent coaches who have crafted their trade at Auchinleck Talbot Football Club & moved on to coaching & managerial roles within the game

Auchinleck Talbot Football Club is proud of the diversity that exists within our club. Auchinleck Talbot Football Club have been actively involved & promoting diversity initiatives since 2005 in conjunction with Show Racism the Red Card

Auchinleck Talbot Football Club runs several projects aimed at promoting inclusion and equality for all, including sport and employability programmes for people with a range of disabilities, girls' football programmes and educational workshops for local school children around diversity and inclusion. This is particularly important to our club as the Auchinleck area is one of the most ethnically diverse in communities in Ayrshire

Our club works closely with East Ayrshire Council Vibrant Communities Service & Show Racism the Red Card to combat issues relating to racism & homophobia within the game and create a safe and inclusive environment for lesbian, gay, bisexual, and transgender fans.

Morton Wright Snr Club President states: "Scottish Football Diversity is an important and timely step in our Club's ongoing commitment to championing diversity across everything we do.

"We believe we can raise the visibility of diversity and inclusion across the game and ensure clubs are truly representative of the communities in which we are embedded."

"We have a rich history of success and achievement, but we should also be regarded as a modern and fair football club which opposes all forms of anti-social and discriminatory behaviour, including bigotry, racism, sectarianism, homophobia and sexism.

"The club has a chance to make a real impact and we are determined to do more than pay lip service to this initiative. Auchinleck Talbot Football Club have to reach out and embrace everyone and anyone."

Auchinleck Talbot Football Club's commitment is to promote diversity and inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

These are known as 'protected characteristics' under the Equality Act 2010.

Diversity and Inclusion is fully supported by Auchinleck Talbot Football Club, Aaron Cyr our Equality officer is responsible for the implementation of this both diversity and inclusion within our club.

Auchinleck Talbot Football Club will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Everyone within Auchinleck Talbot Football Club supporters and visiting teams can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

### **Complaints and compliance**

Auchinleck Talbot Football Club regards all the forms of discriminatory behaviour, including (but not limited to) behaviour as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against anyone, club member or volunteer, supporter who is found, after a full investigation, to have violated the Equality Policy. [Equalities Act 2010](#)



## **Positive Action and Training**

Auchinleck Talbot Football Club is committed to equality inclusion and anti-discrimination as part of The Scottish Football League's Code of Practice.

Auchinleck Talbot Football Club will commit to a programme of raising awareness and educating, investigating concerns, and applying relevant and proportionate sanctions, campaigning, widening diversity and representation and promoting diverse role models, which we believe are all key actions to promote inclusion and eradicate discrimination within football.

This Diversity and Inclusion Policy will be reviewed and updated, if required, on an annual basis

## **Relevant legislation and forms of unacceptable discrimination**

### **Legal rights**

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2010.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment based on particular characteristics, which are known as the 'protected characteristics.'

Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, race, 7or nationality), religion or belief, sex (gender) and sexual orientation.



Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

Forms of discrimination and discriminatory behaviour include the following:

### **Direct discrimination**

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

### **Indirect discrimination**

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

### **Discrimination arising from disability**

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

### **Harassment**

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

### **Victimisation**

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

## **Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence, or position to persistently criticise, humiliate or undermine an individual.

Signed by. *Morton Wright Sr* Club President

*Henry Dumigan* Club Secretary

On behalf of Auchinleck Talbot Football Club Committee members 21<sup>st</sup> December 2020.





Customer/Supporters Charter

December 2020.

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### **CUSTOMER/SUPPORTERS CHARTER**

The Customer/Supporters Charter sets out the commitment of a football club to give the supporter a safe and enjoyable experience of football.

#### **Auchinleck Talbot Football Club will: -**

- Set out and publish service and safety standards, giving a framework by which, its performance can be judged by themselves and others.
- Act if service or safety performance falls short of the published standards.
- Provide a forum by which supporters may raise their comments or concerns.
- Review its standards annually.
- Commit to keep the supporter informed of activity at the club.
- Publish its charter and make it freely available to all.

#### **THE CHARTER**

##### **TICKET SALES**

#### **Auchinleck Talbot Football Club will: -**

- Publish details of the availability and pricing policy of all tickets.
- Publish amendments at the earliest possible opportunity.
- Publish its policy for returned and unwanted tickets.
- Publish its tickets return policy for abandoned matches.
- Provide a range of ticket prices.
- Offer an appropriate concessionary ticket policy.
- Publish its policy on visiting support ticket allocation.
- Publish details of any membership, loyalty, bond, debenture, or similar scheme.

#### MERCHANDISING

- All merchandise can be bought online or directly from the club.
- The club undertakes to keep its supporters informed on a regular basis by whatever means it decides are appropriate and cost effective. The club will publish its position on major policy issues.

#### PERSONS WITH A DISABILITY

- The club will publish details of the ticket availability of and pricing policy for persons with a disability and their companions. These details will be published at the earliest possible opportunity.

#### FIXTURE LISTS

- The club undertakes to keep the supporters informed as to fixture changes by whatever means it decides is the most cost effective.

#### PARK

- The club undertakes to provide a clean and safe park with the appropriate facilities.
- The club undertakes to provide access for those with a disability.
- The club undertakes to encourage an environment free of sectarian and racial abuse.

#### CATERING

- The club undertakes to provide appropriate catering service.

#### SUPPORTERS CONTACT

- The club will respond to any reasonable contact from a supporter within seven days, by the most appropriate method, unless under extreme circumstance which renders the club administration unable to respond.

#### COMMUNITY STRATEGY

- The club shall communicate its designated strategy and activities aimed at establishing or reaffirming its position in the community.

## STANDARDS OF PERFORMANCE

- The club will set service level targets, wherever possible and appropriate.
- The club will strive to achieve the targets and publish its performance against the service level targets.

The Club has made this policy available on the club's official website and keeps this policy under review, with additions or amendments made where deemed appropriate by the club, or under the advice of governing bodies or other relevant bodies.



## **Auchinleck Talbot Football Club**

### **DISABILITY POLICY**

In accordance with the Equality Act 2010 (the Act), Auchinleck Talbot Football Club (hereafter referred to as the Club) is committed to ensuring that disabled customers have the best possible access to the goods and services provided by the Club.

The Committee regularly connects with our disabled supporters on issues and resolve matters as quickly as possible.

There is safe access to the ground for disabled spectators in wheelchairs and their companions equal access toilet provision is in place.

Refreshments, hot & cold food, are available the club will always provide a delivery service to supporters & visitors on request

Disabled customers who require assistance on entry to the ground, including wheelchair users, will be admitted through Gate 1. Entrance under the guidance of a match day Committee member.

Match day Committee members will always be on hand to advise and assist as and when required.

The club operate a concessionary ticketing policy for disabled supporters and will ensure that the scheme does not discriminate between disabled people with differing impairments. The Club will, in full consultation with our disabled supporters group continue to improve access to all facilities for our disabled customers

The Club will ensure that all Committee members are issued with a toolbox talk detailing the requirements of the Equalities Act, and ongoing consultations will be included at committee meetings.

The Club will provide guarantees to its disabled customers that any complaints, including those of discrimination, under the provisions of the act will be dealt with immediately and aim to resolve them as soon as possible and under the Club's disciplinary procedures where required.

Should any supporter/visitor to Beechwood wish to discuss the above or any related issue the clubs Safety Officer can be contacted as detailed below:

Campbell Peden  
Ground/Matchday Safety Officer  
Email: [peden13@me.com](mailto:peden13@me.com)  
Mobile: 07714299673

The Club has a complaints procedure in place and guarantees to its disabled supporters and customers that any complaints of discrimination will be dealt with quickly under that procedure, complaints should be sent to the club's secretary who is nominated individual for the implementation and annual review of this policy. 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 Secretary  
Auchinleck Talbot F.C  
16 Main Street  
Auchinleck  
KA18 2AA.

Reviewed December 2020

Signed .....*Henry Dumigan* Club Secretary .....

The Club has made this policy available on the club's official website and keeps this policy under review, with additions or amendments made where deemed appropriate by the club, or under the advice of governing bodies or other relevant bodies.







## CODE OF CONDUCT

Auchinleck Talbot are a family club open to all we make every effort to make everyone feel welcome when they come to Beechwood Park.

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Unacceptable conduct is conduct considered to be violent or disorderly. Violent conduct includes any actual, attempted, or threatened physical violence against any person, or intentional damage to property.

Disorderly conduct includes that which is designed to create hatred or ill will towards individual groups based on their Gender, Colour, Race, Religion, Sexual Orientation, Transgender Identity or Disability.

Using threatening, or abusive language or conduct.

Displaying anything that is threatening, abusive, or insulting.

No Alcohol will be allowed inside Beechwood Park

Persons who are intoxicated by any means will not be allowed admission,

**ALL PERSONS ENTERING THE GROUND ARE ADMITTED SUBJECT TO THE CONDITION THAT THEY MAY BE REQUIRED TO SUBMIT TO A SEARCH TO PREVENT DANGEROUS ARTICLES BEING BROUGHT INTO THE GROUND WHICH MAY BE USED TO CAUSE INJURY OR DAMAGE TO PERSONS OR PROPERTY**

**NO PYROTECHNICS PERMITTED.**

