



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 Snr* Club President

Henry Dumigan Club Secretary

On behalf of Auchinleck Talbot Football Club Committee members 21st December 2020.

