



Formartine United Football Club

Equality, Diversity & Inclusion
Statement and Policy.

Member of the Scottish Highland Football League

Club Statement

The purpose of the Formartine United Football Club Equality, Diversity and Inclusion Policy is to promote fairness, equality and respect.

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

Our Equality Policy is fully supported by the Clubs Executive Committee and Committee members at Formartine United Football Club with Club Members Maureen Rennie and Anne-Marie Peter, being responsible for the implementation of the policy.

Formartine United 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, it's activities.

The Club will strive to exercise and demonstrate a zero-tolerance approach to any harassment and unfair treatment. Every staff member, Committee member, official, spectator, visiting team and supporters can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to work and watch football in safe surroundings without the threat of intimidation, victimization, harassment or abuse.



Club Policy

Formartine United Football Club is committed to promoting equality, diversity and inclusion in all its club activities.

We understand that individuals and the community around us may experience unlawful discrimination on the grounds of their Age, Race, Disability, Religion or Belief and Sexual Orientation or Gender. We are committed to equality and diversity, and we acknowledge and recognise our responsibilities.

We also acknowledge that not all disability is visible and can encompass communication and learning differences, e.g., Autistic Spectrum Disorder, Dyslexia.

We have a stated objective to promote diversity, inclusion, fairness and mutual respect among football fans, volunteers and club members at all times. We undertake our responsibilities very seriously and strive to provide a welcome and comfortable environment for all.

Formartine United Football Club will treat breaches of the Equality, Diversity and Inclusion Policy very seriously and will take appropriate disciplinary action when required. The ultimate responsibility for the implementation of the Policy lies with the club Chairman and Executive Committee.

As a football club, Formartine United strives to achieve excellence both on and off the park.

Complaints and Compliance

Formartine United Football Club regards all forms of discriminatory behaviour listed in this policy, 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.

Formartine United Football Club will take appropriate disciplinary action against any employee, member or volunteer, spectator or supporter who is found, after a full investigation, to have violated our Equality, Diversity & Inclusion Policy.

Any inquiries/complaints should firstly be directed to our Secretary Ian Rennie at; formartineunitedfc@highlandleague.com where they will then be forwarded on to our Appropriate liaison Officers.

Relevant Legislation and forms of Unacceptable Discrimination

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 2006. In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a law which harmonises where possible, and in some cases extends protection from discrimination.

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 by age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race (including ethnic and national origin and colour), religion or belief, sex (gender) and sexual orientation.

Forms of discrimination and discriminatory behaviour include the following;

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

Indirect discrimination which 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 to others.

Discrimination arising from disability which is when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified.

Harassment which 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.

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.

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

Positive Action and Training.

Formartine United Football Club is committed to equality, inclusion and anti-discrimination. The Club will commit to a programme of raising awareness and education and investigating any concerns raised.



Visitors to North Lodge Park, Pitmedden.

Wheelchair User Supporters

Main Car Park, there are three clearly signed car parking spaces set aside for disabled supporters and their personal assistants, these places are allocated on a first come first served basis. However, if the club is contacted prior to the selected event additional parking provision can be provided.

There are dedicated spaces situated at ground level under cover located next to the pavilion with access by the Hospitality Suite.

There is an accessible toilet situated at ground level in the Hospitality Suite.

Hard of Hearing/Deaf Supporters

Supporters with hearing difficulties can be accommodated wherever they prefer within North Lodge Park. There are currently no specific arrangements in place for these supporters and Formartine United FC published admission prices apply.

Partially Sighted/Blind Supporters

Supporters with sight restrictions are accommodated in ordinary stand seating within North Lodge Park. There are currently no specific arrangements in place for these supporters. However, Formartine United Football Club recommends that each partially sighted/blind person attending North Lodge Park should be accompanied by a person fully able to support their needs in the event of an emergency.

Partially sighted/blind people wishing to attend North Lodge Park, aided by their Guide Dog, should contact the Club for any relevant information.

Supporters with Learning Difficulties

Supporters with learning difficulties can be accommodated wherever they prefer within North Lodge Park, if however, for whatever reason, any person with a learning difficulty feel that the ordinary stand seating would be unsuitable for them, or they wish to be accompanied to, during and from the match, they should contact the Club for further advice.

Ambulant Disabled Supporters

Some people who attend Formartine United FC matches at North Lodge Park use wheelchairs mainly for outdoor mobility purposes but are not necessarily 100% wheelchair users. There may also be people with walking difficulties who may wish to attend North Lodge Park. For the purposes of this policy, both categories of people will be termed 'ambulant disabled supporters'.

Ambulant disabled supporters will be allocated seats in parts of the ground with the easiest access. These arrangements will be implemented on an individual basis, and each supporter's needs will be assessed from information provided to the Club in advance.

Elderly Supporters Who Are Less Able

As an aside of our Club Policy, Formartine United Football Club greatly appreciates the number of elderly, life-long supporters who continue to attend matches at North Lodge Park, and it is the Club's desire that they continue to enjoy watching Formartine United FC. Those elderly supporters who have difficulty climbing steps are encouraged to request a seat in the most accessible part of the ground.

Liaison with Formartine United Football Club and Security Staff

All club officials and supporters visiting North Lodge Park who are disabled are welcome to make themselves known to the nearest member of staff or steward and make them aware of any special needs/requirements.

Review of This Policy

Formartine United Football Club wishes to build on this policy, which is under regular review. The Club encourages any person or organisation to contact the club with their comments or queries which may be included in the Club's Annual Policy and Procedure Review.

You can contact us at; formartineunitedfc@highlandleague.com

Note: The Club has a separate Disabled Supporters Policy which can be viewed on our club website at www.formartineunitedfc.co.uk/policies