



FORMARTINE UNITED FOOTBALL CLUB EQUALITY POLICY

Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Formartine United Football Club is equally accessible to them all.

Formartine United Football Club is responsible for setting standards and values to apply throughout the club at every level.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Club Committee who is responsible for the implementation of this policy.

Formartine United Football Club, in all its activities will not discriminate, or in any way treat anyone less favourably on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

It means that Formartine United Football Club will ensure that it treats people 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.

Formartine United Football Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Formartine United Football Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Formartine United Football Club is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training

and awareness raising events and activities to promote the eradication of discrimination and promote equality in football.

Formartine United Football Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation – ***Race Relations Act 1976, Sex Discrimination Act 1975*** and ***Equality Act 2010*** as well as any amendments to these acts and any new legislation.

Formartine United Football Club commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds and, where such is found to be the case, a requirement that the practice stop, and sanctions are imposed as appropriate.



WELCOME TO NORTH LODGE PARK

GROUND REGULATIONS

ENTRY TO THIS GROUND, WHETHER ON PAYMENT OR OTHERWISE, SHALL BE DEEMED FOR ALL PUPOSES TO CONSTITUTE AN UNQUALIFIED ACCEPTANCE TO BE BOUND BY AND AN UNDERTAKING TO COMPLY WITH THESE GROUND REGULATIONS AND RELEVANT FOOTBALL RULES.

1. All matches are played in accordance with the **RULES AND REGULATIONS** of The Scottish Football Association, The Scottish Highland Football League, The Scottish Professional Football League and, where applicable, the Regulations of FIFA/UEFA Competitions ("Football Bodies" and "Football Rules"). Capitalised words and phrases in these ground regulations ("Ground Regulations"), except where herein defined, have the meanings given to them in the Rules and Regulations of The Scottish Professional Football League; a copy of which is available at: <http://spfl.co.uk/docs/>

2. PLAY OR AN EVENT cannot be guaranteed to take place on any particular day or at any particular time and the relevant Home Club ("Club") at the match concerned ("the Match") or event in the stadium to which these Regulations apply ("the Ground") reserves the right to change its advertised fixtures without prior notice and without liability.

3. All TICKETS for Matches ("Tickets") sold/issued ("Allotted") by or on behalf of the Club are issued on the express conditions that no Ticket holder shall sell or transfer same for a higher price than appears on the face of the Ticket. In the event of any breach of this regulation, the Club reserves the right to cancel each Ticket concerned and to retain any money paid on Allotment.

4. In the event of a **MATCH BEING ABANDONED** after having kicked-off, you may be entitled to a refund of the admission charge paid in the determination of the Club acting reasonably. Where a Match is abandoned before the expiry of the first half, admission arrangements for the re-arranged fixture will be issued to those who attend the abandoned Match. The arrangements in cases where the Match is abandoned after the expiry of the first half shall be a matter for the discretion of the Club.

5. In the event of a **MATCH BEING POSTPONED**, for any reason, before having kicked off, any Ticket purchased for the Match will be valid on the postponed date.

6. All persons entering the Ground must pay for admission or otherwise hold a genuine **TICKET or other permission from the Club** which was validly issued.

7. Unauthorised persons are not permitted to **ENTER UPON THE FIELD OF PLAY**, trackside or any place which is not a spectator area. Such incursions will be treated with utmost

seriousness and will be liable to arrest and criminal proceedings as well as to disciplinary sanctions by the Club which may lead to long term exclusion from the Ground.

8. Only persons specifically authorised in writing by the Club are permitted to offer any **ARTICLES FOR SALE** in the Ground and any charitable collection will only be permitted within the ground with the prior written consent of the Club.

9. Unnecessary **NOISE** and behaviour likely, in the opinion of the Club to cause confusion, annoyance, fear, upset or nuisance of any kind is not permitted in any part of the Ground.

10. Threatening, abusive or violent behaviour, and foul or abusive language is strictly forbidden. This includes but is not limited to: (i) using words that are, or behaving in a manner that is, threatening, abusive, insulting, foul, improper, racist, homophobic, discriminatory, offensive, violent, indecent, and/or provocative; and (ii) engaging in chanting or other verbal and non-verbal actions or gestures concerning football or other tragedies (whether done at the Ground, in-person or remotely, via any electronic communication, social media or otherwise). Failure to comply with this rule will result in arrest and/or ejection from the Ground and may be subject to further sanctions from the Club.

11. The following articles **MUST NOT BE BROUGHT INTO THE GROUND prohibited weapons, knives, fireworks, smoke canisters, air-horns, flares, weapons, dangerous or hazardous items, laser devices, bottles, glass vessels, cans, poles and any article that might be used as a weapon and/or compromise public safety.** It is an offence punishable by law and **Unacceptable Conduct** for any person to enter or attempt to enter the Ground whilst in possession of any article which is a firework or any article or substance whose purpose or any part of its purpose is the emission of a flare for purposes of illuminating or signalling or the emission of smoke and/or gas and any person in possession of such articles will be refused entry to the Ground and if having entered, to expulsion from the ground and such other sanction as may be determined by the Club and reported to the Police.

12. The possession of unmanned aerial vehicles of any class, e.g. drones and model aircraft at the Ground and/or the flying of such aerial vehicles over the Ground is strictly prohibited and any person in possession of such vehicles will be refused entry to the Ground and if having entered, to expulsion from the ground and such other sanction as may be determined by the Club and reported to the Police.

13. It is a criminal offence and **UNACCEPTABLE CONDUCT** for any person to enter or attempt to enter the Ground: **1** whilst in possession of a container or any other item which is or was capable of holding liquid or any other thing and which, if thrown, would be capable of causing injury to another person; **2** whilst in possession of alcohol and/or illegal substances; and/or **3** whilst drunk and/or under the influence of illegal substances.

14. Non-religious or non-medical articles and/or clothing that are used to impede identification, such as balaclavas etc. are not permitted to be worn in any part of the Ground.

15. Any person entering the ground may, at the sole discretion of the Club be **SEARCHED** and is deemed to have consented to be so searched, for any item or Material the possession or use of which may result in and/or cause or contribute to Unacceptable Conduct.

16. STANDING IS FORBIDDEN in seated spectator viewing areas.

17. BANNERS and/or other articles which could, or might be used as a weapon, or cause annoyance or unnecessary obstruction or offence and/or which may cause or contribute to Unacceptable Conduct are not permitted within the ground.

18. Under no circumstances is it permitted to **THROW** or otherwise cause any objects or Materials to enter on to the pitch, pitch surroundings, track(s), Technical Area and/or any other area of the Ground.

19. At all times, the **RIGHT OF ADMISSION** is reserved to and by the Club and no transfers within the Ground are permitted. Spectators found in an area for which they do not have a valid Ticket may be ejected.

20. MOBILE TELEPHONES, SMARTPHONES and other similar mobile telephonic devices ("Mobile Devices"), excluding cameras which are not part of and subsidiary to a Mobile Device, are permitted within the Ground, PROVIDED THAT, (i) they are used for personal and private use only, which, and by way of example only, shall not include the capturing, logging, recording, transmitting, playing, issuing, showing, or any other communication of any material ("Capturing"), for any commercial purpose; and (ii) no material that is Captured by a Mobile Device or other device may be published, communicated, transmitted, sent, broadcast and/or otherwise made available by any means to any third party including, without limitation, social networking sites or any other means of communication and transmission.

21. Save as provided in paragraph 20 above, **NO PERSON** (other than a person who holds an appropriate licence) **MAY RECORD, TRANSMIT, PLAY, ISSUE. CAPTURE, LOG, BROADCAST, SHOW OR OTHERWISE COMMUNICATE ANY MATERIAL** including and/or comprising any audio, visual or audio-visual Material or any information or data, by digital or other means, in relation to a Match taking place in the Ground, any players or other persons present in the Ground. nor may they bring into the Ground, nor use within the Ground (or provide to, facilitate or otherwise assist another person to use within the Ground) any equipment or technology which is capable of capturing, logging, recording, transmitting, playing, issuing, showing or otherwise communicating (by digital or other means) any such Material as described above. Any person failing to comply with these restrictions is deemed to be liable to have such equipment, technology and Material in whatever form, confiscated without compensation by the Club. Copyright, Database Rights and any other intellectual property rights in any such unauthorised recording or transmission is assigned (by way of present assignation or assignations of future rights) to the relevant Football Authority organising the Match in its relevant Competition. You further agree (if and whenever required to do so by said relevant Football Authority) to promptly execute all instruments and do all things necessary to vest the right, title and interest in such rights to said relevant Football Authority absolutely and, where legally permissible, with full title guarantee.

22. SMOKING INCLUDING ALL PIPES, E-CIGARETTES AND VAPOURISERS IS STRICTLY FORBIDDEN inside the Ground. Otherwise smoking is only permitted in areas where it is expressly identified.

23. On no account will admission to the Ground be granted to a person who is subject of a current **FOOTBALL BANNING ORDER**.

24. CCTV cameras may be in use in and around the Ground for the purpose of crime prevention and public safety and recordings of images, both moving and still, from such CCTV cameras and any other cameras in or on the Ground may be used in any proceedings and/or for any purposes relating to the management and/or control of the Ground by the Club, the Police, the Visiting Club and the relevant Football Authority. By entering the Ground you are

deemed to have consented to the use of such images from such CCTV systems and cameras and for such images to be shared with and/or used by the Club, the relevant Football Body and by and with the owners and operators of any Club participating in any Match at which such images are captured and recorded.

25. All **PERSONS ENTERING THE GROUND** are admitted subject to these Ground Regulations and to the Football Rules and Regulations of The Scottish Football Association and The Scottish Professional Football League and where applicable, the Regulations of the FIFA/UEFA Competitions

26. The Club reserves the right: (i) for its employees, agents, security staff and contractors to **REMOVE FROM THE GROUND**; and (ii) to **IMPOSE SANCTIONS** as regards future entry to the Ground on, any person who does not comply with these Regulations and the Rules of The Scottish Football Association, The Scottish Professional Football League and/or, where applicable, the Regulations of the FIFA/UEFA Competitions or whose presence in the Ground is or could reasonably be considered as constituting a source of danger, nuisance and/or annoyance to other persons within the Ground.

INFORMATION

You should be aware that in terms of a protocol with Police Scotland the details, images and/or result of any arrest, detention and/or prosecution occurring in connection with a Match may be shared with the Club. FOOTBALL BANNING ORDERS may be imposed on individuals who breach and/or fail to comply with these Ground Regulations. In each regulation text appears in capitals and in bold; this is an indication of the subject of the regulation and does not imply any modification of the meaning or significance of the relevant text in its context.

