



# Disability Policy for Johnstone Burgh Football Club

## Introduction

Johnstone Burgh Football Club (JBFC) is dedicated to ensuring that every individual, regardless of disability, is able to access our facilities, services, and activities on equal terms. Our aim is to foster an inclusive environment where all can participate in football, whether as supporters, players, staff members, or volunteers. This policy sets out our commitment to providing support to people with disabilities and ensuring we comply with relevant legislation, specifically the Equality Act 2010.

## Objectives

- To provide an inclusive and welcoming environment for people with disabilities.
- To guarantee equal access to all services, facilities, and opportunities within the club.
- To raise awareness and educate staff, players, and volunteers about disability inclusion.
- To continually review and improve practices related to accessibility and inclusivity.

## Scope

This policy applies to all areas of club operations, including:

- Match day and non-match day activities
- Employment and volunteering
- Player development and coaching
- Community and outreach programmes
- Communication and information dissemination

## Definitions

- **Disability:** A physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.
- **Reasonable Adjustments:** Changes or adaptations made to enable people with disabilities to participate fully in activities or access services.

# Policy Statements

## 1. Access to Facilities

- We will ensure that all club facilities, including stadiums, training grounds, and offices, are accessible to people with disabilities.
- Designated seating areas, parking spaces, and accessible restrooms will be provided for people with disabilities.
- Facilities will be regularly reviewed and updated in order to improve accessibility.

## 2. Communication and Information

- Information will be available in accessible formats, such as large print, Braille, and audio.
- The club's website will be made accessible and will comply with the Web Content Accessibility Guidelines (WCAG).
- Assistance will be offered to individuals with disabilities to help them access information and services.

## 3. Match Day Experience

- Tickets will be available at discounted rates for individuals with disabilities and their personal assistants.
- Match commentary and live updates will be provided in accessible formats.
- Stewards and match day staff will be trained to assist individuals with disabilities.

## 4. Employment and Volunteering

- All recruitment practices will be inclusive and non-discriminatory.
- Reasonable adjustments in the workplace will be provided to support employees and volunteers with disabilities.
- Training and development opportunities will be tailored to the needs of employees and volunteers with disabilities.

## 5. Player Development and Coaching

- Coaching practices will be inclusive and adaptable to meet the needs of players with disabilities.
- Support and resources will be provided for players with disabilities to develop their skills and participate fully in the sport.

## 6. Community and Outreach Programmes

- Programmes specifically designed for people with disabilities will be developed and promoted.
- Partnerships with local disability organisations will be formed to enhance outreach efforts and support community inclusion.

## 7. Training and Awareness

- Regular training on disability awareness and inclusion will be provided for staff, players, and volunteers.
- A culture of respect and understanding towards people with disabilities will be promoted at all times.

## 8. Feedback and Complaints

- Feedback from individuals with disabilities regarding their experiences with the club will be encouraged.
- A clear and accessible complaints procedure will be established to address concerns related to disability access and inclusion.

## Monitoring and Review

- This policy will be regularly reviewed and updated to ensure its ongoing effectiveness and relevance.
- Implementation will be monitored through feedback, audits, and assessments.
- Progress in promoting disability inclusion and addressing accessibility issues will be reported.

## Contact Information

For any queries or feedback regarding this policy, please contact:

Graham Morgan - Disability Inclusion Officer

Johnstoneburghdio@gmail.com

## Conclusion

JBFC is committed to creating an inclusive environment for all. By following this policy, we aim to ensure that people with disabilities can fully participate in and enjoy every aspect of football and club activities.

## Approval and Review

This policy is approved by:

Ronnie Hassan - Club Secretary

27/06/2024

Reviewed Date: 18/01/2026