Arbroath Football Club – Equality, Diversity & Inclusion Statement

The aim of Arbroath Football Club's Equality, Diversity and Inclusion Policy is to promote our own objectives and in doing so help ensure that everyone is treated fairly and with 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, staff member, volunteer or spectator.

Our Equality Policy is fully supported by the Board of Arbroath Football Club, with Chairman Brian Cargill who is responsible for the implementation of the policy. Arbroath Football Club will ensure that it treats everyone fairly and with respect and that it will provide access and opp ortunities for all members of the community to take part in, and enjoy, its' activities. The Club will strive to exercise and demonstrate a zero tolerance to approach to harassment and unfair treatment. Every staff member, Board member, official, spectator, fan and visiting team 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 an environment without the threat of intimidation, victimisation, harassment or abuse.

Arbroath Football Club

Equality, Diversity & Inclusion Policy July 2026

Arbroath Football Club is committed to promoting equality, diversity and inclusion in all of its 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 Assignment. We are committed to equality and diversity and we acknowledge and recognise our responsibilities.

We have an understanding that all disability is not 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 employees. We undertake our responsibilities very seriously and strive to provide a welcoming and comfortable environment for all.

We are proud to be associated with and to participate in regular events such as Show Racism the Red Card, The Rainbow Laces Campaign and the Kick it Out initiative and actively promote our involvement with these through our web site and social media. .

Arbroath FC will treat any breaches of the Equality, Diversity & Inclusion Policy very seriously and will take appropriate disciplinary action when required. The ultimate responsibility for the implementation of the Equality, Diversity & Inclusion Policy is with the Chairman, Brian Cargill and the Board of Directors.

As a Club, Arbroath FC seeks to achieve excellence both on and off the pitch.

Complaints and Compliance

Arbroath Football Club regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described below, 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. Arbroath 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 requirement for investigation and any subsequent disciplinary action will be implemented by the Board of Directors under Chairman, Brian Cargill. Any complaints should be directed towa rds the Club Secretary, Dr Gary J Callon at Arbroath FC, Gayfield Park, Arbroath, DD11 1QB or by email to office@arbroathfc.co.uk.

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 on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as 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 with other persons.

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 for that person.

Victimisation It is unlawful to treat a person less favourably because he or she has made allega tions 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

Arbroath Football Club is committed to equality inclusion and anti-discrimination. The Club will commit to a programme of raising awareness and educating and investigating concerns. We will apply relevant and proportionate sanctions, campaign for widening diversity and represent ation and promote diverse role models, which we believe are all key actions to promote inclusion and eradicate discrimination within football. This Equality Policy will be reviewed and updated, if required, on an annual basis.

Reviewed July 2026