



**Penicuik Athletic Football Club  
Penicuik Park  
Carlops Road  
Penicuik**

# **Disability Policy**

## **INTRODUCTION**

Penicuik Athletic (“the Club”) fully endorses the legal and ethical requirements of equal opportunities for members, staff, spectators and others involved in the Club’s activities. Discrimination on the basis of disability is wholly unacceptable and the Club strives to ensure that nobody should receive less favourable treatment because of disability.

This policy applies to all staff, members, players, spectators, guests and all others participating in the Club’s activities.

The purpose of this policy is to ensure that the Club complies with the Equality Act (2010) and to ensure that disabled people within the meaning of the Act are treated fairly and equally.

In line with the Act, in this policy:

- **DISABILITY** refers to a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to perform day-to-day activities;
- **DISABLED PERSON** refers to a person with such a disability;
- **DISCRIMINATION** refers to treating someone with a disability less favourably than others who have no disability and that the treatment cannot be shown to be justified in relation to the activities or circumstances involved.

## **POLICY**

### ***Provision of Goods, Services and Facilities***

The Club is committed to ensuring that its supporters and customers with disabilities have as full access as is reasonably possible to all goods, services and facilities offered by the Club.

The Club has ensured that the needs of disabled people have been taken account wherever practicable.

Specifically:

- There is wheelchair access at the main entrance with paved, solid surface access to the Accessible Viewing area;
- There is a covered unobstructed viewing area adjacent to the left of the main entrance. There is ramped access to the area. The area can accommodate a minimum of two wheelchair users and two carers. The area allows a short route of access to the Pavillion complex and Accessible Toilets.
- The clubrooms are accessible by ramps (temporary) for wheelchair users.
- Two designated Accessible Parking spaces are adjacent to the Pavillion complex and are pre-bookable

- A 'Tea Bar' ordering service is available where required

The Club is committed to reviewing and improving arrangements for disabled persons to the extent reasonable and practicable.

The Club provides concessionary admission for disabled spectators and free admission for their carers.

The Club has appointed the Club Secretary as the person responsible for ensuring the implementation of this policy and to promote the interests of people with disabilities. Anyone with a concern or grievance relating to arrangements for people with disabilities is encouraged to contact the Club Secretary who will ensure that the concern or grievance is dealt with timeously.

The Club has advised all staff that any breach of this policy will be treated as a serious matter and will be subject to disciplinary action.

### **Employment and Engagement**

When considering persons for positions within the club (either as employees or as volunteers) the Club will not discriminate against any persons with disabilities:

- in the arrangements made for the selection of candidates;
- in the terms and conditions offered;
- by deliberately considering the disability as the basis for non-selection except where the disability would preclude the person from performing the duties (e.g., by contravening the Health and Safety at Work Act);
- by ensuring that there are equal opportunities for training and advancement;
- in ensuring that nobody is dismissed uniquely or predominantly on the basis of a disability.

### **Document Control**

Mandatory Review Date (To be reviewed and published annually).

Review Date: December 2022

Reviewed on 1/12/2019 – amended to include new accessible viewing area

Reviewed on 1/12/2020 – no changes required

Reviewed on 31/12/2021 – no changes required

Reviewed on 29/12/2023 – no changes required