



## ANTI-DISCRIMINATION POLICY

Caledonian Braves Football Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to confront and eliminate discrimination in any form.

The Club is opposed to discrimination, harassment or victimisation on the grounds of sex, gender identity or gender reassignment, sexual orientation, age, race, nationality, ethnic origin, colour, religion or belief, disability, marriage or civil partnership, pregnancy or maternity, or any other characteristic protected by law.

Equality of opportunity at Caledonian Braves Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably on any of the grounds outlined above.

This includes, but is not limited to:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

Caledonian Braves Football Club will not tolerate racist, sectarian, sexual or other discriminatory behaviour or harassment, whether physical, verbal or online, and will take appropriate action in response to any such behaviour in whatever context it occurs.

This policy applies to all players, staff, volunteers, owners, contractors and partners, and covers all Club activities, including matchdays (home and away) and online spaces connected to the Club.

Caledonian Braves Football Club is committed to the ongoing development of training, education and awareness activities in order to promote the eradication of discrimination within its own organisation and within football as a whole.

Any individual who experiences or witnesses discriminatory behaviour is encouraged to report it. Reports may be made confidentially to the Club's General Manager or Chief Executive Officer and will be taken seriously, handled sensitively, and addressed appropriately. Safeguarding-related concerns will be managed in line with the Club's safeguarding procedures.

Caledonian Braves Football Club gives a clear commitment to ensure that the Club is open to all, and that team selection, appointment and employment decisions are based on talent, character and merit alone.

Caledonian Braves Football Club is opposed to racism, sectarianism, bigotry and discrimination in any form.

Chris Ewing  
Chief Executive Officer  
**February 2026**