



EQUAL OPPORTUNITIES POLICY

Caledonian Braves Football Club is committed to providing equality of opportunity and to promoting an inclusive environment in which all individuals are treated with dignity and respect.

The Club will not unlawfully discriminate against any individual on the grounds of sex, gender identity or gender reassignment, sexual orientation, age, race, nationality, ethnic or national origin, colour, religion or belief, disability, marriage or civil partnership, pregnancy or maternity, or any other characteristic protected by law.

The Club will not tolerate victimisation, bullying or harassment of any kind. All individuals connected with the Club are expected to contribute to a positive, respectful and inclusive environment.

Application of the Policy

This policy applies to all aspects of the Club's activities, including recruitment, selection, training, pay, terms and conditions, progression, and the general treatment of individuals connected with the Club.

It applies to:

- employees
- players
- volunteers
- contractors
- matchday staff
- any other individuals engaged by or representing the Club

Decisions will be based on merit, ability, experience and suitability for the role or activity concerned, except where lawful exemptions apply.

This policy also applies to the treatment of supporters, customers, partners and visitors.

Harassment and Bullying

Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Harassment may take many forms, including verbal, physical, written or online conduct. It may be a single serious incident or a pattern of behaviour.

Examples may include, but are not limited to:

- derogatory comments, ridicule or "jokes"
- unwanted physical contact
- offensive or discriminatory material
- unwelcome remarks about personal characteristics or identity

What matters is the impact on the individual concerned, not the intention of the person engaging in the behaviour.

Raising Concerns and Remedies

Any individual who believes they have been subjected to discrimination, harassment or bullying is encouraged to raise the matter as soon as possible.

Concerns may be raised informally or formally with a line manager, a senior Club representative or via the Club's established complaints procedures. Matters will be handled sensitively, fairly and, where possible, confidentially.

Appropriate action will be taken where a breach of this policy is found, which may include disciplinary action or removal from a role within the Club. No individual will suffer detriment for raising a concern in good faith.

Chris Ewing
Chief Executive Officer
February 2026