



# EQUALITY POLICY STATEMENT

## 1. STATEMENT OF COMMITMENT

Caledonian Braves Football Club (“CB”) endorses the principle of equality and is committed to ensuring that everyone who wishes to be involved with CB, regardless of their role, current or potential:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, regardless of their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected and valued, and in particular that they are able to be involved and participate without the threat of discrimination, intimidation, victimisation, bullying, harassment or abuse.

This statement should be read alongside the Club’s related policies, including its Anti-Discrimination, Anti-Racism and Equal Opportunities policies.

## 2. POLICY OBJECTIVES

This Policy has the following objectives:

- To promote fair and equitable treatment for everyone involved with CB, in whatever capacity.
- To ensure that no one working for, wishing to work for or working on behalf of CB receives less favourable treatment on the grounds set out in section 1.
- To adopt a planned approach (strategically and operationally) to eliminating perceived barriers which discriminate against or exclude particular groups.
- To give clear guidance and communication to all individuals who administer an area of CB or work for CB on its commitment to equality.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equal opportunity for all except where specific situations or conditions properly or reasonably prevent this.
- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of CB, and all relevant public statements made on behalf of CB, reflect its commitment to equality and inclusion.

## 3. SCOPE

**3.1** This Policy applies to all current and potential employees (including temporary staff), workers, Directors, Co-optees, consultants, agents, sub-contractors, volunteers, and any other person providing services on behalf of CB (“associated persons”).

**3.2** The Policy extends to all activities of CB.

## 4. POLICY OVERVIEW

**4.1** CB is committed to removing and eliminating any direct or indirect discrimination of any form or kind within CB structures, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to discrimination, harassment, victimisation or bullying.

## **5. POSITIVE ACTION**

**5.1** The principle of equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of barriers — whether real or perceived — that restrict the opportunity for all to participate equally and fully.

**5.2** CB will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to CB and participation in associated activities by people from any group that is under-represented or has difficulty accessing it.

**5.3** CB will furthermore seek to apply employment practices in general, and recruitment and selection practices more specifically, which encourage and support people with protected characteristics to gain access to work or training.

## **6. REASONABLE ADJUSTMENTS**

**6.1** CB recognises that it has a duty to make reasonable adjustments for disabled persons.

**6.2** The duty to make reasonable adjustments may include the removal, adaptation or alteration of physical features, if these make it impossible or unreasonably difficult for disabled people to carry out their role. It may also include making changes to working arrangements.

**6.3** CB will consider all requests for adjustments and, where possible, will accommodate any reasonable requests. Where appropriate, advice may be sought from specialist agencies.

## **7. IMPLEMENTATION**

**7.1** To achieve these objectives, CB is committed to promoting and advancing equal opportunity through CB structures which will cover all areas of the organisation. The CB Board is ultimately responsible for implementation of this Policy, with day-to-day responsibility delegated to the Chief Executive Officer (or other nominated senior officer).

**7.2** The following steps will be taken to publicise this Policy and promote equality within CB:

- A copy of this Policy will be published on the CB website.
- The Board will take full account of the Policy in arriving at decisions in relation to CB activities.
- CB will collaborate, where appropriate, with practical surveys or other initiatives designed to assess the level of participation of different sections of the community in football and will take account of relevant findings in developing measures to promote and enhance equality.
- CB will seek to provide access to training for Board Members, staff and volunteers, as appropriate, to raise awareness of both collective and individual responsibilities.

## **8. RESPONSIBILITIES**

**8.1** The Board will review CB activities and initiatives against the aims of the Policy on an annual basis and will report internally on developments and highlights.

**8.2** The Board, or where appropriate a designated project lead, will review any measures or initiatives that CB may institute or take part in to promote and enhance equality.

## **9. DISCIPLINARY PROCESS**

**9.1** CB reserves the right to audit compliance with this Policy from time to time. Where an investigation identifies misconduct by an employee, worker or casual staff member, CB's disciplinary procedures will be used in addition to any appropriate external measures. Disciplinary action may ultimately lead to dismissal.

Where the individual concerned is not an employee (for example, a volunteer, contractor, participant or other associated person), CB may take proportionate action including removal from role, restriction of access to CB activities, or termination of arrangements, as appropriate.

Chris Ewing  
Chief Executive Officer  
**February 2026**