



Carlukerovers FC

Equality Implementation

1.1 Board Responsibility / Objectives Statement – Dec 2022

The Carlukerovers Committee and Chairman are publicly accountable for Equality and will receive regular updates on the Carlukerovers activities and the implementation of the Equality Policy from a member of staff. It is the role of the Committee and Chairman to address any actual or potential breaches of the policy.

1.1b Template President / CEO Job Description – Dec 2022

The Carlukerovers Chairman will be responsible for monitoring the implementation of Carlukerovers's Equality Policy. They will have overall responsibility for overseeing the delivery of the Equality Action Plan and the overall progress of Equality within the Carlukerovers Structures.

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1.2 Template - Club Public Commitment Statement – Dec 2022

Carlukerovers endorses the principle of Equality and is committed to ensure that anyone who wishes to be involved with Carlukerovers, regardless of their role 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 and 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.

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1.3 Template Fan Conduct Statement – Dec 2022

Disorderly Conduct

(i) Conduct which stirs up or sustains, or is likely or designed to stir up or sustain, hatred or ill will against or towards a group or persons based on their membership or presumed membership of a group defined by reference to a Category or against an individual who is or is presumed to be of the following categories:

- Gender, colour, race, nationality (including citizenship) or ethnic or national origin
- Membership or presumed membership, of a religious group or of a social or cultural group with perceived religious affiliation
- Sexual orientation
- Transgender identity
- Disability

by the person or persons engaged in the Conduct to be a member of such group.

(ii) Using threatening, abusive or insulting words or conduct

(iii) Displaying any writing or other thing which is threatening, abusive or insulting, or

(iv) Using words or conduct or displaying wiring or other thing which indicates support for, or affiliation to, or celebration of, or opposition to an organisation or group proscribed in terms of the Terrorism Act 2000, and any successive or replacement legislation thereto:

Sanctions;

Any Person committing Disorderly conduct and/or any person who assists another or others to commit Disorderly conduct, may be subject to any, or a combination of the following;

- Refusal of entry to the stadium
- Removal from the stadium
- Suspension from attending matches of Carlisle Rovers
- Indefinite ban from attending matches of Carlisle Rovers
- Be the subject of a report to Police Scotland and/or any prosecuting authorities which may result in possible criminal proceedings