



CLUB POLICY STATEMENTS

(UPDATED November 2019)

- **CHILD WELLBEING AND PROTECTION POLICY**
- **SUPERVISOR RATIO POLICY**
- **EQUALITY, DIVERSITY & NON-DISCRIMINATION POLICY**
- **CONDUCT POLICY**
- **PLAYER PLACEMENT AND SELECTION POLICY**
- **PITCH ALLOCATION POLICY**
- **DATA PROTECTION POLICY**
- **SOCIAL MEDIA POLICY**
- **SMOKING POLICY**
- **RECRUITMENT POLICY**
- **EQUITY STATEMENT**
- **EXECUTIVE COMMITTEE & MAIN TEAM CONTACTS**

CHILD WELLBEING AND PROTECTION POLICY

INTRODUCTION

In Scottish law a child is defined as being a person under the age of 16 years however for the purpose of this policy a child or young person is defined as someone under the age of 18. Dunbar United Colts including its Committees, working groups, officials and members are fully committed to providing every player and official with a safer environment in which they may enjoy participating in grassroots football.

POLICY PRINCIPLES

The club, Dunbar United Colts is fully committed to safeguarding and protecting the welfare of all players in its care and recognises the responsibility to promote safe practice and to protect players from harm, abuse and exploitation. Dunbar United Colts registered officials and volunteers will work together to embrace difference and diversity and respect the rights of children and young people and are fully committed to and recognises the importance of the volunteer sector without whom it would be impossible for football to function at grassroots level in Scotland. This document outlines the club's commitment to protect all players.

These guidelines are based on the following principles:

- The welfare of players is the primary concern.
- All players, whatever their age, culture, disability, gender, language, racial origin, socioeconomic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Protection is the responsibility of all registered SYFA officials, member leagues & clubs.
- Players have a right to express their views on all matters which affect them and should be encouraged to do so in appropriate ways e.g. at club meetings, Parents evenings.
- The club shall work in partnership together with players and parents to promote the welfare, health and development of players within the Scottish Governments framework of supporting children to be active.

Dunbar United Colts is fully committed to protecting the welfare of all players in its care. It recognises the responsibility to promote safe practice and protect players from harm, abuse and exploitation.

This policy outlines the clubs and the SYFA commitment to protect players and is based on the following player's rights to: -

- A safe environment.
- Not to be illegally discriminated against.
- Protection against harm or the risk of harm.
- Protection against all forms of abuse including physical, verbal, emotional, sexual, neglect and bullying.
- Express opinions and to have those opinions considered in all matters that concern their wellbeing.
- Have all suspicions and allegations taken seriously and actioned as appropriate.

Bullying is a common problem that affects many people from children to adults at some time in their lives. It is an extremely upsetting experience for everyone involved at school or in the workplace. As with any problem it can be solved only if brought into the open and talked about, otherwise the scars can continue for years. If you are being bullied you should not keep it to yourself, let a coach, teacher or parent know what is going on.

The web site www.bullying.co.uk offers help and support to kids and parents, including guidance on ways of dealing with bullying. There is also an e-mail help link that will answer any questions that you may have.

Action to Help the Victim(s) and Prevent Bullying:

- Take all signs of bullying very seriously.
- Encourage all players to speak and share their concerns.
- Help the victim(s) to speak out and tell you by creating an open environment.
- Take all allegations seriously and take action to ensure the victim(s) is safe.
- Discuss with the Protection Officer about what action to take next: e.g. speaking with the victim, bully(ies) and the parents.
- Reassure the victim(s) that you can be trusted and will help them.

DO NOT PROMISE THAT YOU WILL NOT TELL ANYONE ELSE!!

Discuss with your Protection Officer that bullying is occurring and ensure that you record the incident using the SYFA recording form.

Action towards the Bully(ies):

- Following discussion with the Protection Officer and agree what the actions will be, this may include the bully / bullies recognising and understanding the consequences of their behaviour, being monitored for changes in behaviour or being asked to leave the club.
- ALWAYS inform the bully's parents/guardians.
- If appropriate, insist on the return of 'borrowed' items and that the bully / bullies compensate the victim.
- Impose sanctions as necessary and monitor changes.
- Encourage and support the bully/ bullies to change behaviour.
- Complete the SYFA incident recording form of action taken.

The Role of the Club in Child Wellbeing and Protection Policy is to ensure that: -

- They appoint Club Officials to undertake the responsibilities as previously listed and they are registered with the SYFA and PVG scheme.
- The club takes all steps, to protect all players and officials from abuse, harm or the risk of harm during all football activities.
- Immediate notification is made to the Chief Executive in writing if an official is charged with any criminal offence. Any club who do not report a charge will have their membership of the association immediately terminated.
- They appoint a Protection Officer (this includes community clubs) and ensure they undertake the Protection Officer Training as provided by the SYFA. This will ensure a single point of contact for anyone with concerns about a player, a consistency of response to any concerns; secure handling of information and co-ordination of referrals to other agencies. This is further explained www.scottishyouthfa.co.uk/images/Information-Downloads/Protection/Advice-Sheets/Advice-Sheet-4.pdf.
- When seeking membership, the official online membership application is completed ensuring they tick the declaration box, this will ensure all club officials are PVG checked.
- That club members, players and players' parents/guardians are advised of who the club Protection Officer is.
- They consider having more than one Protection Officer as this will help to share the workload, avoid reliance on one person, provide cover during sickness and holidays and generate a support system for those acting in the role.
- They include or refer to the SYFA Player Protection Policy within their Constitution.
- They carry out relevant checks on ALL club officials before they are offered membership of the club e.g. identification - they are who they say they are. Checks to be carried out in accordance with the www.scottishyouthfa.co.uk/images/Information-Downloads/Protection/Additional-Signatories/Application-Selection-Procedures.pdf
- Their registered officials attend league meetings for PVG Scheme checking plus complete SYFA Self-Declaration Forms for ALL officials. Forms will be supplied by the local SYFA Additional Signatory at the meeting.
- All officials are fully conversant with their club's Protection Policies, SYFA Player Protection Policy, club's Constitution and Rules and the SYFA Articles of Association and the SYFA Supplementary & Playing Rules.
- The club is committed to eradicating bad practice and to implement all proposals or amendments in respect of player protection policies.
- In cases of reported abuse, maintain total confidentiality as guided by the Club Protection Officer.

Quick Guide **Do's** and **Don't's** for Coaches:

- Volunteers are advised not to spend any time alone with children. Do not go into the changing rooms or toilets alone with children.
- Meetings with individual children should take place as openly as possible. Never take or make arrangements to meet a child alone in your home. Volunteers should not meet with children outside organised activities, unless it is with the full knowledge and consent of the parents and that the club is aware of the meeting.
- If on occasion privacy is required, other committee persons should be informed and at least one should be within earshot of the conversation. The door should be left open.
- Coaches and committee persons should be careful of extending hugs and celebrations where bodily contact is involved. This is important not only for the coaches protection but for the children also.
- If a child touches you in an inappropriate place record the incident and report it to another adult. While an incident could be purely innocent, or horseplay efforts should be made to inform the offending child that this behaviour is not acceptable in a manner that does not intimidate the involved party.
- Car journeys, however short should be with the full knowledge and consent of the parents and someone in charge of the club. It is not a good practice to be alone with the child in the car and if possible make your pickup point or drop-off point with at least two children.

- Never keep suspicions of abuse by a colleague to yourself. If there is an attempt to cover up you could be implicated by your silence. Inform the appropriate person at the club of your suspicions.
- Club outings should be well organised:
- Parents informed, in writing, on times of departure and return.
- Appropriate number of adults involved for supervision.

In relation to overnight stays: -

- Never ask a child to your room.
- If checking rooms, make sure you do so in pairs.
- Make the children aware of the availability of telephones to contact home.
- Parents should be aware of contact telephone numbers in the case of an emergency.

Volunteers should never: -

- Engage in sexually provocative manner or indulge in horseplay, which may be construed in the wrong manner.
- Allow children to use foul language unchallenged.
- Make sexually suggestive comments about, or to a child, even in fun.
- Let allegations a child makes go without being addressed and recorded.
- If a complaint is made, a committee person should be informed immediately and a record of that meeting logged.

Dealing with allegations and the procedure to follow: -

- The Chairperson and the Player Protection Officer will be responsible for dealing with concerns at the Club. Both individuals will make themselves readily available to handle any enquiries of any nature concerning the personnel or the activities at Dunbar United Colts.

If you are a player, club member, official, the parent/carer or friend of a player you should: -

- Tell the relevant protection officer of the club or SYFA unless of course you suspect they might be involved in which case speak to another event official.

If you are an official, coach or volunteer, you should: -

- Take necessary action to protect the player from any immediate harm;
- Immediately inform the relevant protection officer for your club or the SYFA;
- Make a detailed note of what you have seen or heard but don't delay in passing on the information using the SYFA Incident Record Form where available.

If you are the protection officer for a club you should: -

- Inform the SYFA and agree next steps;
- Make a detailed note of what you have seen or heard but don't delay in passing on the information using the SYFA Incident Record Form where available;
- Undertake actions agreed with the SYFA

If a child gives an indication that he/she may want to talk to you about a problem, you should: -

- Arrange a time and place where you can talk confidentially as soon as possible (avoid 1 to 1 situations).
- Stay calm and reassuring.
- Explain to the child that if the complaint is of a serious nature that it may be necessary to inform others.
- Listen to everything the child has to say - do not stop the child from talking.
- Under no circumstances interrogate the child.
- Be clear in your mind what the child has related to you.
- Ask if he/she has told anyone else and if not, who would be a good person to contact.
- Explain that there are other people who will help them, and it may be necessary to contact them.
- Don't make any promises to the child.
- Thank the child for informing you and reassure him/her that they were right to do so.

ACTION

- Record the discussions accurately and as soon as possible after the event.
- Contact the designated person within the Club immediately and seek guidance in relation to the complaint. This person after the discussion may contact the Social Services and if appropriate makes a direct referral. If this person is not available, contact the SYFA Protection Officer, Police or Social Services.
- It is important to keep a record of ALL actions taken i.e. letters and telephone calls.
- While this procedure should be followed the designated officer may consider that complaints of a lesser nature i.e. bullying, cheating and that in these cases he / she may decide that the matter may be handled internally without outside involvement. However, it must be emphasised that each case will be thoroughly investigated and remedied to the satisfaction of the child/parent concerned.
- Appropriate action will be taken.
- It is important to maintain confidentiality.

SUPERVISOR RATIO POLICY

In planning and running events for children and young people at the club, it is important to consider the appropriate supervision ratio of adults to participants.

The Club's policy is mandated by the SYFA Child protection procedures. In short, **there must be at least 2 suitably qualified supervisors present at every game or training session. Any coach / helper must have, as a minimum, a current PVG certificate through the SYFA and have completed the online child wellbeing course**

Anyone undertaking the supervision role must be a member of the PVG scheme and understand their role and responsibilities. The ratio of supervisors to players will depend on a number of factors:

- Age of participants
- Gender
- Behaviour
- Abilities
- Duration
- Competence and experience of officials
- Requirements of location
- Any special medical needs

Historically, the 'blanket' approach was 1 adult to 10 Children but the above list should be considered.

As a minimum, the following must be in place for every game or training session:

There **must** be at least 2 officials present at **every** game or training session, 1 of whom must be a Coach and / or First Aider.

For development teams, the minimum coaching certificate is 'Coaching Young Footballers' Level 1.2. For teams aged 13+, the minimum coaching certificate is 'Coaching footballers 13+' Level 1.2.

If one of the officials has both first aid and the relevant coaching certificate, the second person can be a registered team helper. A person is a registered team helper if they have PVG membership through the SYFA and have completed the online child wellbeing course.

Any prospective Coach / First-Aider or Team helper CANNOT participate in any training or game until membership of the SYFA is granted.

Coaches need to consider this policy when adding more players to their age group team and consider recruiting more 'Team helpers' to ensure adequate supervision.

EQUALITY, DIVERSITY & NON-DISCRIMINATION POLICY

Dunbar United Colts exists to provide sporting facilities for boys and girls in the local area and surrounding districts and is run on a voluntary basis. At Dunbar United Colts we operate an 'Open Door Policy' in relation to membership regardless of sex, age, disability, ethnicity, nationality, sexual orientation, religion or other beliefs. We at Dunbar United Colts believe it is the responsibility of those in charge to care for and develop the participants involved to the best of their individual abilities by creating an environment in which they are safe and receive the best possible coaching. Fair play, mutual understanding and cross community aspects play an important role in the ethos of the club.

The Committee and coaches after being vetted by the club are made aware of our ethos and Child Protection Policy.

To accommodate our code of conduct we institute the following practises: -

- Adhering to the SYFA Player Protection Policy www.scottishyouthfa.co.uk
- Sharing information about child protection and to encourage volunteers to develop their training and awareness in this field.

We are committed to reviewing our policy and what constitutes good practice at regular intervals.

Limitation of membership according to available facilities or registered Coaches / Team helper based on the Adult / Child ratio described in the Supervisor ratio policy above.

Annual membership is £30 a player but will be reviewed on an individual basis. East Lothian Council bursary scheme will support those candidates who are eligible.

Dunbar United Colts is an equal opportunities SYFA member club which means that our policies ensure that no unlawful discrimination occurs either directly or indirectly, against any person on the grounds of gender, race, ethnicity, sexual orientation, age, faith/belief, nationality, education or family/marital status.

The Club is committed to the elimination of discrimination, both direct and indirect, in all its services, procedures and practices.

Direct Discrimination is treating a person, on one or more grounds, less favourably than others would be treated in the same or similar circumstances.

Indirect Discrimination is applying a requirement or condition that, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown to be justifiable.

CONDUCT POLICY

It is essential for everyone involved to be made aware of the behavioural standards in place at Dunbar United Colts and what is not acceptable and additionally that on arrival at the Club the participants are given a written brief on the general conduct code.

Players Code of Conduct: -

- Ensure the Players Code of Conduct is signed and submitted to the age group coach.
- Players should make every effort to develop their own abilities in terms of skill, technique, tactics and stamina.
- They must never criticise any team mate's skills or technique (No bullying and offer respect for other participants).
- Give maximum effort and strive for the best possible performance during a game even if the team is in a position where the desired result has already been achieved.
- Accept success and failure, victory and defeat, equally and always shake hands with the other team and match official at the end of the game.
- Set a positive example for all others and always have regard to the best interests of the game.
- Do not use inappropriate language or gestures and resist any temptation to take banned substances or use banned techniques.
- Make every effort consistent with Fair Play and the Laws of the Game to help your own team win but you must avoid all forms of gamesmanship, and timewasting.
- Resist any influence which might, or might be seen to, bring into question your commitment to the team winning.
- Treat opponents with due respect at all times by safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents irrespective of the result of the game.
- Know and abide by the laws, rules and spirit of the game, and the competition rules.
- Show due respect and accept the decisions of the match official without protest.
- Abide by the instructions of your club officials, provided they do not contradict the spirit of this code.
- You must show respect towards your club's officials, your opponent's club officials and all supporters.
- Make sure you know the club's Protection Officer and their full contact details.
- Talk to the club's Protection Officer or another club official that you trust if you are unhappy about anything at the club.

Club Officials and Coaches Code of Conduct: -

- All club officials and coaches shall be subject to all relevant rules, clauses, paragraphs and sub paragraphs of the SYFA Articles of Association, Supplementary and Playing Rules, Standing Orders, Player Protection Policy, Adults at Risk Protection Policy, Disciplinary Procedures and all related policies and any amendments thereto and any regulations or decisions promulgated by the SYFA Board and regulations or decisions of the Scottish FA shall be binding.
- Club officials and coaches must place the well-being and safety of each player above all other considerations, including winning. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, doctors, physiotherapists) in the best interest of the player.
- Club officials and coaches must ensure that players have appropriate kit when playing matches, especially during wet or cold periods.
- Club officials and coaches must inform all players and parents of the club and SYFA Protection policies and procedures ensuring that they have the name and full contact details for the club's Protection Officer.
- Club officials and coaches must show respect to others involved in the game including your club's players, your club's officials, your opposition's players, your opposition club's officials, match officials, all parents and supporters. Never ridicule mistakes or losses.
- Club officials and coaches must always promote the positive aspects of football and never participate in or condone violations of the Laws of the Game or relevant SYFA rules and regulations or the use of prohibited substances or techniques.
- Club officials and coaches must ensure that all activities are appropriate for the age, maturity, experience and ability of players.
- Club officials and coaches should, at the outset, clarify with the players (and where appropriate, their parents) exactly what is expected of them and also what they are entitled to expect from their club.
- Club officials and coaches must always be honest with players, parents, guardians and officials.
- Club officials and coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
- Club officials and coaches must not exert undue influence to obtain personal benefit or reward.
- Club officials and coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
- Recognise all volunteers who are giving up their time.

PLAYER PLACEMENT AND SELECTION POLICY

Dunbar United Colts will operate to the following guidelines regarding the placement of players to particular age groups: -

- Players are registered with the SYFA based on year of birth running from January 1st to December 31st. Players cannot play below their age groups unless they have physical, sensory or learning disabilities but this must be done on approval of the SYFA.
www.scottishyouthfa.co.uk/images/Information-Downloads/Membership-and-Insurance/Dispensation/Player-Dispensation-Form.pdf
- Due to the way the school year is run, it is acceptable for a younger child to play with his peer group if the child and / or parent do not feel comfortable playing in the primary year group below, where the child may not feel as comfortable. This policy applies specifically to those children born in January or February and is among the youngest in the year group.
- Children who are deferred from November / December in a primary year but are older than their primary peer group must play in the year they are born. This is an SYFA rule.
- A player may play for an older age group in the following circumstances:
- Age Group Coaches *agree* that the player in question shows ability and promise and requires to be further developed.
- The Club Committee should be contacted to see if they agree that the player's development will be enhanced as a result of this step-up. This may be evidenced by the player being selected for East Lothian development squad or the advanced skills center. In this case, the regional development officers can be consulted for best advice. The Club Development Officer or those in possession of a C License (or higher) or Children's Award (or higher) may be asked to view the player.
- This policy should be considered as a 'by exception' policy and consideration should be made to playing numbers in the age group above.
- This policy should be enforced by Club Coaches and player placement cannot be determined by parental choice.
- Players will not be allowed to move up two age groups. In any event, this would only be allowed with the approval of the Chief Executive of the SYFA.
- As per SYFA guidelines, 25% of the 11-a-side age group can be made up of players from the age below. Once again, any move from a player's allocated age group must be agreed with the Club Committee.

SELECTION POLICY

All age groups below competitive 11-a-side football should maximize the playing time of all individuals. Criteria for selection will not be ability based but may reflect attitude, willingness to learn, time-keeping, commitment and behavior.

Age groups at 4v4, 5v5, 7v7 and 9v9 play in non-competitive league structures and coaches should consider coach recruitment matches the playing numbers to ensure playing time for everyone (i.e. 30 players available to play 7v7, consideration made for 3 teams to play every week would need minimum 6 coaches to sustain this).

Recording of scores is not acceptable.

PITCH ALLOCATION POLICY

Dunbar United Colts will operate to the following guidelines regarding pitch allocation.

Soccer Sevens Pitches

In March of the calendar year, the team in their last few months of 7v7 will move to the grass pitches (Primary 7's). This will leave the 3G usage for 7's available for P6, P5 and P4.

If teams operate more than one team, pitch booking should be made back-to back on the same 1/3 of a pitch if the other age groups are at home. They should only be kicked off at the same time on adjacent pitches if the other 2 7v7 age groups are not at home.

4v4 and 5v5 festivals can be organized around the 7x7 matches if 3G is required (later in the day) or consider using the grass pitches.

11-a-side Pitches

If two age groups have a fixture clash on the small grass pitch, priority use should be given to the younger age group.

If two older age groups have a fixture clash on the bigger grass pitch, coaches should discuss the matter and agreement made on a rotation made of the smaller pitch or 3G usage.

DATA PROTECTION POLICY

This policy is now a stand-alone policy document

SOCIAL MEDIA POLICY

Dunbar Utd Colts recognises that Social Networking sites have become a significant way of life for many people and that, when used appropriately, are a positive opportunity to communicate within football. There are instances, however, where these sites can be used inappropriately in terms of content and the following policy is designed to provide a balance between supporting innovation and creativity and good practice procedures. When communicating online and working within the terms of this policy all players, parents/carers and officials must uphold club values and ensure that all social media postings are acceptable.

As more clubs, leagues and regions are using social media to communicate information on events, promotion of activities, campaigns and schedule of games/training it is essential that coaches, officials, players and parents/carers agree to follow this policy.

The purpose of this policy is to ensure that all players, parents/carers, officials are aware of the general principles of acceptable use of social media sites and in doing so ensure that the reputation of Dunbar Utd Colts and the SYFA is not adversely affected. Players, parents/carers, officials, clubs and leagues must be aware of their responsibilities in order to protect all concerned and also be aware of the consequences of not doing so.

Inappropriate activity on Social Networking sites will be viewed as serious misconduct and will entitle the club and potentially the league and /or the SYFA to take disciplinary action against the relevant player, official or club in accordance with the disciplinary procedures.

Good practice guidelines for the safe use of social networking state the following should be considered: -

- Are you planning discussions with interactions?
- Who will monitor interactions? (This should be more than one adult).
- How will you best present and provide information and activities online?
- Content to be uploaded e.g. photos, video clips, discussions.
- Links and sharing from other sites.
- Interactions are age appropriate, respectful, polite and factual.

Dunbar Utd Colts are clear what is unacceptable, these include: -

- Sending rude, offensive language (including swearing) or harassment, defamation of others.
- Embarrassing postings (e.g. some game results), breaching others privacy, friend requesting/following players who are children.
- Stalking other SYFA or club officials, players or parents/carers.
- Revealing confidential information about a player, official, club, league or region including financial information, club/league plans, policies, members and/or internal discussions.
- View, create, send or forward illegal material, defamatory material; pornographic or sexually explicit material, forward material that may cause offence to others, including, but not limited to discriminatory material or material that would violate the dignity of others, create an offensive or degrading environment (whether or not that is intended) including on the grounds of sex, race (including ethnic or national origin), religion or belief, sexual orientation, disability or age.
- Unprofessional content – audience dependent.
- Setting up or establishing virtual groups which may cause harm or discomfort to any other person.
- View, create, send or forward illegal material.

This list is not definitive.

SMOKING POLICY

While the Club is unable to stop volunteers from smoking, it has been agreed that the Club adopt a policy that encourages healthy practices from its volunteers who do smoke. Volunteers are requested to refrain from smoking in the presence of the children during club activities i.e. during training sessions, at matches and whilst representing the Club at organised sporting activities. The consensus is that smoking in the presence of the children, whilst undertaking sporting activities or representing the Club at organised sporting activities is not an acceptable practice, co-operation with this policy is appreciated.

RECRUITMENT POLICY

While the clear majority of people who work with children are well motivated there is a need to be careful in the selection procedure to screen out those who are not suitable.

In recruiting volunteers, the following procedure should be carried out: -

- Submit a volunteer application form, supply any relevant skills or qualifications that may be of benefit to their specific role.
- Introduction at Dunbar United Colts Executive Committee meeting.
- Executive Committee will take the opportunity to outline typical requirements such as time commitments, coaching qualifications and the timeline required to gain these and an overview of the club policies. This will determine on both sides the suitability of the candidate.
- Ask for references and referees.
- Confirmation of their identity.
- Executive Committee should discuss or hold a meeting to further discuss the suitability of the candidate if required.
- Successful applicants will be at the discretion of the Executive Committee.
- Completion of Self Declaration Form (SYFA Website) and register the candidate on the relevant age group website, prior to submitting a PVG request.
- Completion of Protection of Vulnerable Groups Scheme Record.
- Applicants should be made aware of the Club's ethos, Child Protection Policy and conduct code and running procedures at the Club.
- Everyone at the Club should have in their possession a current copy of the Child Protection Policy.
- The Club shall encourage committee persons and coaches to better their qualifications in relation to their roles within Dunbar United Colts (with reference to the Quality Mark accreditation the club holds).
- Any appointments, resignations or changes of club officials must be reported in writing to the Child Protection Officer.

EQUITY STATEMENT

Equity is fundamental to the participation in and the governance, organisation and delivery of football within the Club. Equity is the practice of fairness and the upholding of social justice to ensure that all individuals are respected, have equal opportunities and have their rights protected. Equity is critical to the celebration of diversity in the Club.

It is no longer acceptable for individuals to negatively discriminate against or suppress others based on a difference in religion or faith, race or ethnicity, culture, socio-economic status, gender, sexuality, age, disability or any other social or physical categorisation. Nor is it acceptable for individuals to ignore or in any way endorse the behaviour of others who discriminate in such a way. It is important for all those involved in the Club to support and promote principles of equity, whether they are playing, refereeing, administrating, managing, governing, supporting players, sponsoring, spectating, reporting or engaged in any other way in football activities.

It is imperative that when incidents of negative discrimination occur, they are dealt with swiftly and effectively. Through our codes of conduct, the Club has a clear and comprehensive disciplinary process. A process that is embedded within the constitution and linked directly to all policies, procedures and codes of the Club, in particular the Equity policy.

In abiding by the Equity Statement, every member of Dunbar United Colts will: -

- Respect the rights, dignity and worth of everyone within the game of football.
- Treat everyone equally within the context of football, no matter a person's ability, gender, race, ethnicity, age, religious belief, sexuality or socio-economic status.
- Is committed to everyone having the right to enjoy the game of football in a safe environment and an environment that is free from the threat of intimidation, harassment and abuse.
- Have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- Will deal with any occurrence or incidence of discriminatory behaviour seriously, and in line with the Clubs disciplinary procedures.