



## Anti-Discrimination Policy

Queen of the South 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 or any other conduct that could be deemed as discriminatory under the Equality Act 2010 or any amendment thereto. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Queen of the South Football Club will actively pursue equality of opportunity throughout all aspects of the Club. This includes:

- 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.

Queen of the South Football Club will ensure that such behaviour is met with appropriate action in whatever context it occurs.

Queen of the South Football Club is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

Queen of the South Football Club gives a commitment to ensure that the club is open to all and the team selection policy will be the footballing ability and character of the individual and the collective balance of the team.

Each player and employee contract will include the clause: 'Queen of the South Football Club is opposed to racism, sectarianism, bigotry and discrimination in any form. I the undersigned share these principles and give commitment to uphold and promote these standards'.

William Hewitson  
Chairman

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