

Cumnock Juniors Football Club
148 Townhead Street
Cumnock
KA18 1LZ



Diversity **and** **Inclusion Policy**

Contents

Inclusion	2
What do we mean by inclusion?	2
Complaints and compliance	5
Positive Action and Training	5
Relevant legislation and forms of unacceptable discrimination	6
Legal rights	6
Direct discrimination	7
Discrimination arising from disability	7
Harassment	7
Bullying	7

Inclusion

Cumnock Juniors FC aim to provide leadership to the sporting sector, to influence and drive the changes needed to address inequalities and ensure everyone has the opportunity to get involved in sport and physical activity.

We are also committed to embedding a culture of inclusion in our organisation and ensuring that everyone is treated fairly, without discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

What do we mean by inclusion?

Inclusion at its simplest is ‘the state of being included’. It is about ensuring people feel they belong and are welcome, engaged, and connected. It is about valuing all individuals, giving equal access and opportunity to all and removing discrimination and other barriers to involvement.

We know that sport has a major role to play in tackling inequality and contributing to a more inclusive Scotland. To work towards inclusion, we need to imagine a better world and understand that everyone has something to contribute.

Inclusive is a major principle in our approach. For example, it is connected to our person-centred principle because it is about people having a say in decisions that affect them. It is connected to our collaborative principle because we need to prioritise partnerships that can have an impact on inclusion. Inclusion is also connected to community empowerment because it

encourages people to participate in their own communities and make their own decisions.

Cumnock Juniors FC is proud to become a partaker of the Scottish Football Association Diversity and Inclusion Code, launched by The Scottish Football Association to drive diversity and inclusion across Scottish football.

Cumnock Juniors FC commit to tackling inequality across senior leadership positions, broader team operations and coaching roles.

Our club aims to encourage recruitment from across society. Hiring will be based on merit, to find the best person for roles within our club from diverse talent pipelines. The aim is to move away from recruitment practices focused on personal networks, which is a longstanding challenge across football and has limited the diversity in leadership across the game.

Our club views this as a starting point towards greater diversity and, while focusing on gender and ethnicity now in reflection of the current player base, it will expand more broadly over time.

Cumnock Juniors FC is proud of its strong track record in ensuring all our coaches flourish within our organisation.

Cumnock Juniors FC, through its strong relationship with Cumnock Juniors Community Enterprise runs a number of projects aimed at promoting inclusion and equality for all, including sport and employability programmes for people with a range of disabilities, girls' football programmes and educational workshops for local school children around diversity and inclusion.

Our club works closely with East Ayrshire Council Vibrant Communities Service, to combat issues relating to homophobia within the game and create a safe and inclusive environment for lesbian, gay, bisexual and transgender fans.

Kevin Orr, Club President, said: "Scottish Football Diversity is an important and timely step in our Club's ongoing commitment to championing diversity across everything we do.

"We believe we can raise the visibility of diversity and inclusion across the game and ensure clubs are truly representative of the communities in which we are embedded."

"We have a rich history of success and achievement, but we should also be regarded as a modern and fair football club which opposes all forms of anti-social and discriminatory behaviour, including bigotry, racism, sectarianism, homophobia and sexism.

"The club has a chance to make a real impact and we are determined to do more than pay lip service to this initiative. Cumnock Juniors have to, and will, reach out and embrace everyone and anyone."

Cumnock Juniors Football Club's commitment is to promote diversity and inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

These are known as 'protected characteristics' under the Equality Act 2010.

Diversity and Inclusion is fully supported by Cumnock Juniors Football Club and Kevin Orr is responsible for the implementation of this both diversity and inclusion within our club.

Cumnock Juniors Football Club will ensure that it treats everyone fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

Everyone within Cumnock Juniors FC, supporters and visiting teams can be assured of an environment in which their rights, dignity and individual worth

are respected, and in particular that they are able to work and watch football in an environment without the threat of intimidation, victimisation, harassment or abuse.

Complaints and Compliance

Cumnock Juniors Football Club regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against anyone, club member or volunteer, supporter who is found, after a full investigation, to have violated the Equality Policy.

Positive Action and Training

Cumnock Juniors FC is committed to remove and eliminate any direct or indirect discrimination of any form or kind within the Club's structures, and will under no circumstances condone unlawful discriminatory practices. Cumnock Juniors FC takes a zero tolerance approach to discrimination, harassment, victimisation and bullying.

This Diversity and Inclusion Policy will be reviewed and updated, if required, on an annual basis.

Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2010.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'.

Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

Last reviewed: May 2026