



POLICIES & PROCEDURES

EQUALITY, DIVERSITY AND INCLUSION

REVIEWED JANUARY 2026

WWW.STMIRREN.COM

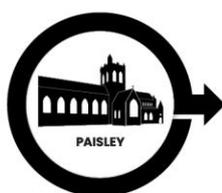


Equality and Diversity Statement

St Mirren Football Club endorses the principle of Equality and is committed to ensure that everyone who wishes to be involved with St Mirren Football Club, regardless of their role, current or potential:

- have 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.

The Board of St Mirren Football Club and Chief Operating Officer are accountable for Equality and Diversity and will receive regular updates on the activities and practices of the Club including the implementation of the Equality Policy. It is the role of the Board and Chief Operating Officer to address any concerns relating to Equality and Diversity within the Club.



The Equality Act 2010 Policy Statement

St Mirren Football Club fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability. It is in the interest of St Mirren Football Club and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise. St Mirren Football Club is committed to maintaining and managing a diverse work force.

Purpose

1. To ensure that St Mirren Football Club complies with the The Equality Act 2010 and to ensure that disabled people falling within the definition of the Act are treated equally and fairly.
2. To ensure we recruit and retain the best people for St Mirren Football Club.

Scope

The Equality Policy covers all staff and job applicants. This also covers employees who become disabled during their employment. Where relevant it also covers staff employed by outside agencies working on St Mirren Football Club premises.

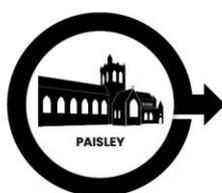
Policy Guidelines

Recruitment, training and promotion are carried out in line with St Mirren Football Club. Codes of Practice. Clear job descriptions and person specifications are used (where appropriate) to enhance objective assessments and to ensure that decisions are made solely on objective and job related criteria.

St Mirren Football Club will endeavour to give training and guidance to all relevant Staff, to ensure that the risk of possible discriminatory attitudes affecting decisions are minimised and that there is an understanding of the relevant provisions of the The Equality Act 2010. Stadium sponsorship gets you directly in-front of a captivated audience. The opportunities for brand exposure go well beyond the in-person live match days, private functions, community programmes and ongoing passing footfall and vehicle traffic. Visibility across TV, radio, print, gaming, website and social media reaches astronomical heights.

St Mirren Football Club operates a Grievance Procedure to enable grievances, including those relating to unfair discrimination on grounds of disability, to be formally heard.

All reasonable and necessary changes will be investigated and any justified changes will be made to the workplace and to employment arrangements so that disabled people are not at any substantial disadvantage compared to non-disabled people. This covers all areas of employment, including recruitment, promotion and training.



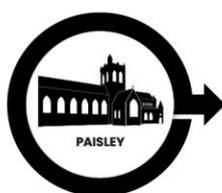
In recruitment and selection, St Mirren Football Club will modify selection techniques, where appropriate, and make any other reasonable changes to ensure that disabled people can be considered equally with non-disabled candidates.

St Mirren Football Club will ensure that disabled people will receive equal treatment in training and development, and, where appropriate, will supply additional training. A flexible approach will be adopted and, where possible and justified, consideration to reallocation of duties, time off for rehabilitation, assessment or treatment or other appropriate measures to ensure equal opportunity.

Every endeavour will be made to ensure that contract workers are not discriminated against because of their disability and will ensure that any contract workers and other agencies that may be used are aware of this policy.

St Mirren Football Club actively encourages promotion of this policy in its internal and external recruitment by ensuring that advertisements, job descriptions and person specifications do not discriminate. We welcome applications from disabled people.

St Mirren Football Club will ensure that all new employees are aware of this policy as part of their induction and will regularly review and monitor this policy to ensure its implementation and effectiveness.



Equal Opportunities Policy

St Mirren Football Club is an equal opportunities employer.

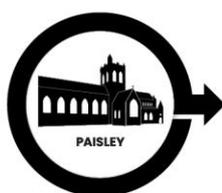
Specifically, the Club aims to ensure that no job applicant or employee is discriminated against, either directly or indirectly, on the grounds of age, gender, sexual orientation, race, colour, nationality, ethnic or racial origins, marital status, family circumstances, religion or disability:

1. Recruitment and selection, including advertisements, job descriptions, interview and selection procedures.
2. Training.
3. Promotion and career development opportunities.
4. Terms and conditions of employment, and access to employment related benefits and facilities.
4. Grievance handling and the application of disciplinary procedures.
5. Selection of redundancy.

Employees should note that discrimination on the grounds mentioned above is unlawful and St Mirren Football Club will not tolerate any such discrimination by its employees.

In order to create conditions in which this goal can be realised the Company is committed to identifying and eliminating discriminatory practices, procedures, and attitudes throughout the organisation. The Company expects employees to support this commitment and to assist in its realisation in all possible ways.

The effectiveness of the policy will be reviewed and, where necessary, remedial or corrective action taken.



Anti-Discrimination Policy

St Mirren 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 unacceptable whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at St Mirren Football Club means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

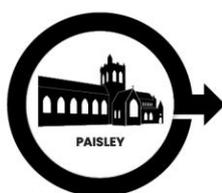
- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

St Mirren Football Club will not tolerate racist, sectarian, sexual or bigoted harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

St Mirren 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.

St Mirren 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: St Mirren 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.



Anti Racism Policy

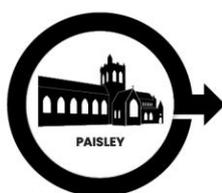
This policy is designed to provide clarity to employees, stakeholders, supporters and everyone connected with St Mirren Football Club (" The issues of racial harassment and abuse.

It is further designed to promote good relations between persons of different ethnic or national groups and to preserve the good name of the club.

- The club condemns racism in any form, either on or off the pitch. The club aims to create and maintain a working and spectating environment free from racial harassment and abuse. Everyone connected with the club has a responsibility to prevent racial harassment or abuse.
- A racist incident is defined by the club as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by the club to be any verbal, physical, written or visible abuse that is based on a person's race, background, colour, nationality, language or cultural background – and is considered to be unwanted, unacceptable and offensive to the person.
- Proven racial harassment or abuse will lead to action being taken against employees. Similarly, such behaviour by a spectator will be reported to the police and may result in a life ban from the club. The club will give their full support to the police in any criminal actions.
- All employees have a responsibility to make it clear that such behaviour by anyone connected with the club is unacceptable.
- Line managers are required to investigate and produce a written report of all cases of reported racial harassment. This report must be provided to the CEO for consideration by the Board of Directors. Thereafter, the club may decide to attempt to resolve the issue informally, through mediation and/or in confidence.
- Should the club decide to deal with the issue on a formal basis, the employee making the allegations should provide a written statement. The person(s) complained about should be offered the opportunity of providing a verbal or written statement. They should also be advised to seek legal advice at their own expense, or use the services of their trade union.

Any employee found guilty of racially harassing another employee, or any other person, is liable to disciplinary action. The normal disciplinary process will apply. Depending on the circumstances, consideration will be given to reporting the matter to the police.

- Supporters will also be informed on a regular basis that racist taunts and abusive or threatening behaviour will not be tolerated by the club and will be encouraged to condemn and report such behaviour.



- Any supporters (home or visiting) behaving in this way will be detained by stewards passed to the police and may be arrested. Season ticket holders detained for such a reason, face having their season ticket revoked and all spectators detained in this way face a life ban from the stadium.

Community

St Mirren Football Club strongly recognises our role within the community. We believe passionately in using the power of football to help build a better future for all and dealing with racism is a very integral part of this.

Over the years, we have forged strong links with community groups locally, and delivered a wide range of anti-racism programmes. Such programmes have often involved St Mirren players, who, recognising their responsibilities as positive role models, are fully supportive of our position against racism.

St Mirren Football Club have dedicated members of staff who are unequivocal in their commitments and ambitions to promote change and are very much involved with:

- Promoting anti-racist educational resources amongst young people within schools, colleges and youth organisations
- Working within youth football
- Developing local and regional anti-racist networks

A great deal of progress has been made and we are committed to continuing our work in this area.

Campaigns

St Mirren Football Club has actively supported the national campaigns:-

" Show Racism the Red Card "

"FARE (Football Against Racism in Europe)"

The foregoing draw on the experience of players and fans alike and with the support of clubs such as ourselves, we can utilise football to both highlight and challenge the issue. St Mirren Football Club is committed to achieving the ideals of a game free of racial prejudice.

