

RAITH ROVERS FOOTBALL CLUB
UNACCEPTABLE CONDUCT POLICY
STARK'S PARK, KIRKCALDY



1. Introduction

1.1. Raith Rovers Football Club is a member of the Scottish Football Association and Scottish Professional Football League; the Club Stadium is Starks Park, Kirkcaldy.

1.2. This Policy document is intended to demonstrate that Raith Rovers Football Club (hereinafter referred to as 'the club'), is committed to delivering a safe and secure environment where, regardless of the fixture or event, spectators feel welcome and are not exposed to, subjected to or engage in, **Unacceptable Conduct**.

1.3. The Policy consists of 3 sections:

- General Policy
- Allocation of responsibility
- Organisational Arrangements

2. General Policy

2.1. The Board of Raith Rovers Football Club bear ultimate responsibility for the safe operation of Starks Park and as such, members have approved and adopted this policy as of 14 March 2014. Responsibility for its implementation however has been delegated to the under noted:

Name: David Sinton

Position: Club Secretary

2.2. The Club undertakes, through its policies and actions, to ensure that events which take place at the stadium are staged in such a way as to provide, as far as is practicable, a safe, secure, welcoming and inclusive environment for spectators.

2.3. The Clubs' Policy is to engage competent staff and employ systems and processes to inform, educate, encourage and otherwise influence acceptable behaviour across Playing Staff, Officials, Supporters or others connected to the Club, and in doing so, meet the expectations of the S.F.A and S.P.F.L..

3. Allocation of Responsibility within the Club

3.1. Person with overall responsibility:

Name: David Sinton

Position: Club Secretary

3.2. Person with day to day responsibility:

Name: Bill Harvey

Position: General Manager

3.3. The Safety Officer has responsibility for the planning and delivery of arrangements associated with fixtures or events and, in so doing, ensures the promotion and delivery of this Policy.

3.4. In the absence of the Safety Officer, responsibility for match/event day safety is.

Name: Andy McGonigal

Position: Deputy Safety Officer

3.5. The Safety Officer (or Deputy) is also responsible for the dissemination and promotion of the Policy throughout the organisation and across partner organisations.

3.6. The Board, through the Chairman, provides oversight of these activities by not only attending briefings but examining the progress made by the Safety Officer both in report form and feedback from within and outwith the organisation.

3.7. In addition, the Board will conduct an annual review of the success or otherwise of the policy and strategies adopted and may amend its approach in light of changes to risks, operational failings or changes to legislation or guidance. The Policy is also subject to scrutiny by the Safety Advisory Group (responsible for issuing the General Safety Certificate) and is reviewed as part of the Annual Audit and Licensing processes.

4. Organisational Arrangements

4.1 Organisation/structure for implementation of Policy

4.1.1. While the Board has ultimate responsibility for this Policy, they delegate that responsibility to the Chairman, and in doing so, deliver an identifiable, single point of contact with responsibility for the implementation of the Policy on a daily basis. This arrangement delivers constant oversight and enables timely decisions on conduct matters.

4.1.2. The Chairman ensures that those appointed to manage and enforce this policy are competent.

4.1.3. The Chairman, while having a significantly wider remit, is the conduit which operates between the Safety Officer (part time appointment) and the Board, co-ordinating activities, facilitating communication and sourcing services and materials to support the delivery of the Policy, and therefore the Board's aims. The Safety Officer reports directly to the Chairman.

4.1.4. It is the responsibility of the Safety Officer, on behalf of the Club, to maintain and develop this Policy, Strategies and Action Plans, assure their implementation and the testing of understanding by all those engaged in Club operations.

4.1.5. The Safety Officer liaises with the S.F.A, S.P.F.L., Fife Council, Police Scotland, Scotland's Fire and Rescue Service, the Scottish Ambulance Service and all other stakeholders involved in developing, implementing and complying with this Policy.

4.1.6. He also attends '*specified activities*'¹ held at the Stadium and is responsible for the operational activities associated with those activities, providing or delivering

¹ Specified activities may include training events, seminars or other relevant events

briefings, as required, and supervising staff tasked with providing for the safety and well-being of spectators and others.

4.1.7. Where issues arise or events take place in the absence of the Safety Officer, his deputy will operate as Safety Officer and link directly with the Chief Executive and, if required, the Chairman to resolve matters.

4.1.8. Where failings have been identified by external sources, the Club has a recording and reporting process, which allows all information to be delivered to the Safety Officer for consideration and action as required. The recording process is such that information can be tracked to its natural conclusion².

4.2. Arrangements for Monitoring Policy

4.2.1. The Club reviews its policies annually; post the introduction of legislation or guidance, and/or after an 'adverse' event. Any recommendations originating from those sources are considered and, where improvements can be made, the Policy is updated and information disseminated as appropriate. Any such decision is taken by the Board.

4.2.2. Where Unacceptable Conduct issues arise, these matters are discussed at pre-match/event meetings to identify what, if any, improvements or preventative measures should be instigated.

4.2.3. Social networking sites are monitored regularly and any breaches brought to the attention of the Safety Officer.

4.2.4. All these issues and activities are reported to and monitored by the Chairman and, where appropriate, discussed with the Board.

4.3. Communications

4.3.1. This Policy is communicated in a variety of ways; through publication on the Club and Spectators web sites, reference within the pre-event programme and delivery of hard copy within the main public and private areas of the Stadium.

4.3.2. Meetings take place on a regular basis between the Safety Officer, Club Staff and Partners' representatives to discuss safety matters and formulate activities aimed at delivering continuous improvement. The results of those meetings are forwarded to the Chief Executive and Chairman for information and comment.

4.3.3. To facilitate better communication between the Board and Supporters Groups, an elected representative of the groups has a seat on the Board. In addition, the Chairman meets with the supporters groups and extensive use is made of official web sites to engage more widely with supporters and interested parties.

4.3.4. Information on Unacceptable Conduct is contained within the event programme, in the local media and if appropriate, is conveyed on match/event day by the P.A. Operator.

² An action plan exists to track issues and monitor activities delivering improvements/repairs

4.4. Definition

4.4.1. The definition of **Unacceptable Conduct** covers conduct which is violent or disorderly and includes:

- Actual, attempted or threatened physical violence against any person
- Intentional damage to property
- Conduct which stirs up/sustains, or is likely to stir up/sustain hatred or ill will towards individuals or groups of people because of: Colour, Race, Nationality or Ethnic or National origin. Membership or presumed membership of a religious group or of a social cultural group with perceived religious affiliation. Sexual orientation or transgender identity or disability
- Using threatening, abusive or insulting words or conduct.
- Displaying writing or another thing which is threatening, abusive or insulting.

4.5. Prevention

4.5.1. The Club demonstrates its commitment to this Policy by:

- Having the Board approve the Policy and identification of the Chairman as lead
- Delivery of briefing to stakeholders
- Posting the Policy and references on the Club's website and other relevant products
- Providing links from the Club's Website to other anti-discrimination websites
- Encouraging Fans Fora to post the Policy on their website and have compliance assured by moderators
- Taking part in Anti-discrimination events
- Adopting UEFA's 10 point plan against racism
- Ensure that Ground rules, signage, relevant publications and match tickets carry a warning that breach of the policy will result in exclusion from the stadium
- The exclusion of unacceptable material from the stadium and its environs
- Appropriate pre-match announcements
- Praising and reinforcing good behaviour
- Monitoring Social Media
- Developing intelligence led strategies to identify offenders and taking action to prevent breaches of the policy
- Take enforcement action commensurate with breaches of the Policy

4.6. Responsive Action

4.6.1 The Club will seek to evidence commitment by:

- Adoption of a consistent, appropriate and effective response to any breaches of the policy
- Publicising, where appropriate, action taken in response to breaches of the policy

-
- Keeping records of breaches, details of those involved and sanctions imposed

4.7 Maintenance of Records

4.7.1. The Safety Officer, on behalf of the Board, keeps records identified in the Guide to Safety at Sports Grounds³ Para. 3.22., which include details of all Briefings, Announcements, Reports of Unacceptable Conduct and Responses. In addition, records are kept of all those against whom sanctions have been taken and information passed to Police for further enquiry.

4.7.2. These records are examined on a regular basis by the Chairman, on behalf of the Board, and reports are submitted to the Board as and when required. In any case an annual report is submitted to the Board reporting on performance, any improvements made and proposed developments. The Board also receives updates on preparatory work associated with application for renewal of the General Safety Certificate.

4.7.3. All records associated with the provision of 'safety' at sports grounds are subject to scrutiny by the Safety Advisory Group.

This policy is in respect of spectator safety for Raith Rovers Football Club and has been approved by the Board of Directors.

Signature _____
Chairman

Signature _____
Bill Harvey – General Manager

Date 28 Aug 2020

³ Included in operational plan