



Ethics Policy

Peterhead Football Club (the club) actively promotes and supports ethics in sport, where ethics are defined as the application of moral rules, principles and values. The club also has a responsibility to ensure that we comply with the requirements of relevant legislation and any requirements presented to the club via The Scottish Football Association.

All club policies, decisions and operations are underpinned by our core values of **integrity, equality and respect** for all.

Integrity and Anti Bribery

The club's expectations for sporting and social integrity apply equally to everyone involved with the club and it does not exclude any individuals because of their skills, popularity or position in the club. The club's expectations for behaviour are communicated through our policies and codes of conduct.

As a family and community club, open to everyone, it is a fundamental of the club to be a positive example in our community, holding the highest standards of sporting and social integrity, respectful of the rights of all members of the public, supporters, players, officials and members of staff.

The club is clear and unambiguous on breaches of integrity; the club will not tolerate any act that would contravene the club's core values or the Bribery Act of 2010, specifically the following offences: bribery of another person, accepting a bribe, bribing an official or failing to prevent bribery.

A club player, official or employee **shall not**, directly or indirectly, offer, give, solicit or accept any gift, reward or consideration of any nature which is, or could appear to be related in any way to influencing the outcome or conduct of a match in which the club is involved.

A club player, official or employee **shall not**, directly or indirectly; bet or enable any person to bet, on the result, progress or conduct of a match in which the club is participating, or provide information to anyone about the club that is not in the public domain which may benefit the person in regards betting on the club or particular match.

A club player, official or employee **shall not** sell a ticket for any football match or otherwise dispose of such a ticket to another person unless they are authorised to do so by the club board.

The Data Protection Act 1998 applies to all individuals within the club, it protects individuals from personal data being used inappropriately or recorded inaccurately. Representatives within the club who control personal information electronically, in paper form or any other media will ensure that the information is processed fairly, is accurate and secure, and is used for a specific purpose.

Equality

Equality is fundamental to the governance, organisation and social interaction of the club, ensuring that all individuals are respected, have equal opportunities and have their rights protected.

Scotland is fortunate to have a very diverse population; this variety contributes greatly to the distinctiveness and vibrancy of Scottish life, including football. The club recognises this and recruits, develops and promotes people according to the needs of the club and the basis of the person's aptitude, merit, ability and suitability for work only.

Discrimination is not acceptable in society and will not be tolerated in any shape or form in our club, any discrimination on the basis of a difference in religion or faith, race or ethnicity, culture, age, economic status, gender, sexuality, 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.

The club has an obligation under the Disability Discrimination Act to our employees with a disability and the club will do all that it can to make any reasonable adjustments to assist them in the performance of their duties.

Respect and Fair Play

Football can provide fun, enjoyment, excitement and a positive social environment, where the welfare of the individual is paramount. It is important in football, as it is in all aspects of life, that individuals respect the rights of others. Respect for one another is critical to the development and success of our club, the club demonstrates our ethics in sporting integrity by promoting Fair Play in sporting endeavours.

Fair play encompasses all aspects of the game or match and all individuals involved. Fair play can be defined as the upholding of fairness before, during and after a game or match. The Club must ensure that fair play is clearly explained and promoted to all individuals involved with football within the Club. The Club will also inform participants of the consequences that will occur if they do not play fair or cheat.

The Club respects the rights of all individuals involved with the club in all functions and in doing so have published appropriate policies for standards of equality, codes of conduct. Every person involved with the club must agree to the club's policies and codes of conduct or raise their concerns with their supervisor as soon as possible.

Where a person feels they have been discriminated against, feeling misjudged, excluded or not supported in some way, the club is committed to deal with any complaints or issues with respect for the individual at all times. The club will follow its grievance procedure in all cases.

The club expects good standards of conduct and performance towards colleagues and guests from all people that represent the club. Anyone displaying characteristics or misconduct that undermines the policies, procedures and core values of the club will be subjected to the clubs disciplinary procedure that could ultimately lead to dismissal from our club and potentially criminal proceedings where a law has been broken.



Roger Morrison
Chairman
Peterhead Football Club