



**Wick Academy Football Club
Harmsworth Park Wick
Unacceptable Conduct Policy
WAFC-P-009**



Version 7.7 – 4th July 2023

Introduction

Wick Academy Football Club is a member of the Scottish Highland Football League and is recognised as being Britain's most northerly senior football club. We travel in excess of 3,000 miles per annum to fulfil our Highland League fixture commitments.

Wick Academy Football Club will not tolerate unacceptable conduct from the Clubs employees, committee members, players or supporters at the Harmsworth Park or at any other away football stadia.

Unacceptable Conduct Policy

Wick Academy Football Club aims to create and maintain an environment where spectators can enjoy the game of football, safe in the knowledge that they are free from all forms of harassment, abuse, unacceptable or disorderly conduct.

This policy applies for any football matches or events within the Harmsworth Park Wick, or at any away ground fixtures.

Definition

Unacceptable conduct is conduct which is violent or disorderly. Conduct is violent where there is:

- Actual, attempted or threatened physical violence against a person or persons
- Intentional damage to property.

Disorderly conduct involves any activity which stirs up or sustains, or is likely, or is designed to stir up or sustain hatred or ill will against or towards individuals or groups of people because of:

- Gender
- Age
- Colour, race, nationality (including citizenship) or ethnic or national origin
- Membership or presumed membership, of a religious group or of a social or cultural group with perceived religious affiliation
- Sexual orientation
- Transgender identity
- Disability
- Using threatening, abusive or insulting words or conduct both verbal and non verbal
- Displaying writing or any other item which is threatening, abusive or insulting.

Racism

Wick Academy Football Club condemns racism in any form, either on or off the pitch. Wick Academy Football Club aims to create and maintain a working and spectating environment free from racial harassment and abuse. Everyone connected

with Wick Academy Football Club has a responsibility to prevent racial harassment or abuse.

A racist incident is defined by Wick Academy Football Club as any incident that is perceived to be racist by the victim, or any other person. Racial harassment is defined by Wick Academy Club to be any verbal, physical, written or visible abuse that is based on a person's race, ethnic 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 spectators and will be reported to the police and may result in a life ban from Wick Academy Football Club. Wick Academy Football Club will give their full support to the police in any criminal actions.

All employees, committee members, players and servants of the Club have a responsibility to make it clear that such behaviour by anyone connected with Wick Academy Football Club is unacceptable.

Supporters should also note that racist taunts and abusive or threatening behaviour will not be tolerated by Wick Academy Football Club and will be encouraged to condemn and report such behaviour.

Any supporters (home or visiting) behaving in this way will face eviction from the stadium and their actions will be reported to the police. Season ticket holders who conduct themselves in this manner face having their season ticket revoked and all spectators face the prospect of a life ban from the Harmsworth Park.

Wick Academy fully supports and will promote the Show Racism the Red Card Campaign, details of which can be found at www.srtrc.org.

Sectarianism - Kick Out Bigotry the Pledge

Scottish football fans have earned a world wide reputation for their enthusiastic and good-natured support of the national team. While most fans follow club football in a responsible way, there are occasions where individuals are intent on causing trouble, using football as an excuse for bigoted and unacceptable behaviour.

By working together to remove bigotry from our football grounds we can demonstrate that Scottish football fans and in particular Wick Academy Football club supporters:

- Respect people of all backgrounds and celebrate the multicultural society that Scotland has become in the 21st Century
- Want their football clubs, and the support for their clubs, to reflect the diversity of modern Scottish society and
- Are as passionate about their football clubs as they are about their national team.

Wick Academy Football Club supports the pledge at www.kickoutbigotry.org/pledge, and the Club encourage all Wick Academy Football Supporters to also sign the Kick Out Bigotry Pledge.

Consequences

ANY PERSON ENGAGING IN UNACCEPTABLE CONDUCT MAY BE SUBJECT TO ANY, OR A COMBINATION OF THE FOLLOWING:

- Removal from the Harmsworth Park or away stadium
- Suspension from attending home matches involving Wick Academy Football Club
- Indefinite ban from attending home matches involving Wick Academy Football Club
- Suspension or ban from holding Wick Academy Football Club membership
- Suspension or ban from the Wick Academy Football Club Committee
- Suspension or ban as a Player or Coach from the Wick Academy Football Club
- Report to the police and possible criminal proceedings.

Responsibility

Everyone associated with the Club has a responsibility to prevent and discourage any form of abuse and as such are responsible not only for their own actions but also those of others. We would therefore encourage everyone to bring to the Club's attention, any incident or behaviour, of individuals or groups of individuals, deemed to be in breach of this policy.

Whilst it is appreciated that behaviour such as that listed above involves the minority of individuals in our society, Wick Academy Football Club wishes to ensure that we continue to maintain the highest standards both on and off the field of play and that the name 'Wick Academy Football Club' is associated with good and sporting behaviour at all times.

Disorderly Conduct

Disorderly Conduct means;

(i) Conduct which stirs up or sustains, or is likely or designed to stir up or sustain, hatred or ill will against or towards a group or persons based on their membership or presumed membership of a group defined by reference to a Category or against an individual who is or is presumed to be of the following categories:

- Gender, colour, race, nationality (including citizenship) or ethnic or national origin
- Membership or presumed membership, of a religious group or of a social or cultural group with perceived religious affiliation
- Sexual orientation

- Transgender identity
- Disability

by the person or persons engaged in the Conduct to be a member of such group.

(ii) Using threatening, abusive or insulting words or conduct

(iii) Displaying any writing or other thing which is threatening, abusive or insulting,
or

(iv) Using words or conduct or displaying wiring or other thing which indicates support for, or affiliation to, or celebration of, or opposition to an organisation or group proscribed in terms of the Terrorism Act 2000, and any successive or replacement legislation thereto:

Sanctions;

Any Person committing Disorderly conduct and/or any person who assists another or others to commit Disorderly conduct, may be subject to any, or a combination of the following;

- Refusal of entry to the stadium
- Removal from the stadium
- Suspension from attending matches of Wick Academy FC
- Indefinite ban from attending matches of Wick Academy FC
- Be the subject of a report to Police Scotland and/or any prosecuting authorities which may result in possible criminal proceedings

Document Control

Mandatory Review Date (To be reviewed and published annually).

Review Date: _4th July 2024_
