



# Equality & Diversity Policy

NEWPORT COUNTY AFC

<b>Document type</b>	Equality & Diversity Policy
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<b>Reviewed by</b>	Kelly Anderson
<b>Signed off by</b>	Gavin Foxall
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## **1. Purpose**

Newport County Association Football Club is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. Newport County AFC aims to be an inclusive organisation, where diversity is valued, respected and built upon, with ability to recruit and retain a diverse workforce that reflects the communities it serves. Within this framework, Newport County AFC specifically refers to measures it has in place to provide equality of opportunity and the facilities that it can provide to its diverse workforce and job applicants.

Newport County AFC is also committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. This policy pursues and builds on the statutory position to ensure effective policies and practice of promoting equality.

Newport County AFC aims to pro-actively tackle discrimination or disadvantage and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or accessing its services.

However, Newport County AFC is also mindful of the provision in discrimination law for the rare circumstances when an organisation may need to justify discrimination rather than have a disproportionate effect. This could be, for instance, where there is a conflict with other legislation that Newport County AFC has to comply with or between service needs. In such circumstances Newport County AFC is committed to following the required proper assessment and objective justification of any decision in order to demonstrate that the provision, criterion or practice is a proportionate means of achieving a legitimate aim.

Issues regarding harassment and bullying are covered in the Anti-Bullying and Harassment Policy. For issues regarding recruitment refer also to the Recruitment Policy and the Equal Opportunities Policy.

## **2. The Definition of Equality and Diversity**

Equality can be described as breaking down barriers, eliminating discrimination and ensuring equal opportunity and access for all groups both in employment, and to goods and services; the basis of which is supported and protected by legislation.

Diversity can be described as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for Newport County AFC.

Equality and Diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed and taken account of.

### **3. Scope**

This policy applies to direct employees and volunteers of Newport County AFC and County in the Community workers (engaged through, or by, an employment agency or bureau and supplied to Newport County AFC on a temporary basis) and all job applicants regarding recruitment.

Where Newport County AFC's services are provided by external contractors or third parties on the basis of a specification set by Newport County AFC, these contractors or third parties are responsible for adhering to the Newport County AFC's Equality and Diversity Policy whilst providing services on behalf of the Newport County AFC.

This policy applies also to sub-contractors Newport County AFC will monitor the performance of contractors and/or third parties and take all necessary steps to ensure good performance and compliance with appropriate behaviours. However, if any issues become apparent with regards to diversity or equality in relation to any contractor or third party, these will be taken very seriously by the Newport County AFC and raised in the strongest possible terms with the contractor or third party.

### **4. Policy statement**

Newport County AFC is committed to ensuring that existing members of staff, job applicants, or workers are treated fairly in an environment which is free from any form of discrimination with regard to nine of the protected characteristics as outlined by the Equality Act 2010.

In addition, existing members of staff, job applicants, or workers are treated fairly in an environment which is free from any form of discrimination with regard to: caring responsibilities, part-time employment, membership or non-membership of a trade union or spent convictions.

- all employment-related policies, practices and procedures are applied impartially and objectively;
- equality of opportunity to all and to provide staff with the opportunity to develop
- that Newport County AFC works towards achieving a diverse workforce at all levels
- that employees of Newport County AFC can work in an atmosphere of dignity and respect.

The Equality and Diversity policy provides a clear framework for translating our policy into action. It outlines the responsibilities of the Board, GM, managers and individuals to comply with the Equality Act 2010.

Newport County AFC will not tolerate processes, attitudes and behaviour that amounts to direct discrimination, associative discrimination, discrimination by perception, indirect discrimination including harassment (harassment by a third party), victimisation and bullying through prejudice,

ignorance, thoughtlessness, and stereotyping. See Section 11 below for further explanation of these concepts.

Newport County AFC recognises the importance of monitoring, reviewing and reporting on its equality and diversity policy and practice and to measure progress in meeting our policy statement. (see Section 8).

## **5. Practical support for a diverse workforce**

As an employer committed to diversity and equality Newport County AFC recognises its success depends on creating a working environment which supports the diverse make-up of its staff with supporting policies and procedures to create a framework of assistance.

Newport County AFC's Equality Impact Assessment policy also sets out the process for ensuring Newport County AFC takes account of equality considerations which affect its staff and try to minimise or remove disadvantage.

## **6. Work/life balance**

Newport County AFC is committed to employees who have commitments outside work, irrespective of whether they have caring responsibilities. Newport County AFC are committed to helping its employees fulfil their potential at work whilst finding the right work/life balance by offering a Flexible Working Hours Scheme and opportunities to job share where appropriate.

Newport County AFC aims to improve the working lives of its employees by having a framework of policies such as the Statutory Right to Request Flexible Working, Special Leave to help with caring responsibilities and domestic emergencies and Career Breaks.

Newport County AFC is committed to supporting employees with family commitments such as offering family-friendly initiatives as a flexible way to meet childcare costs.

## **7. Newport County AFC Policies**

All Newport County AFC policies such as the Recruitment Policy, the performance management process, remuneration opportunities, hours of work, are designed to promote equal opportunity and protection against discrimination for all employees.

## **8. Review and monitoring**

Newport County AFC undertakes monitoring that not only meets statutory requirements but also aims for best practice. This is used to inform and improve our employment practices. If through monitoring any discrimination is identified Newport County AFC will take corrective action to eliminate it.

The monitoring of the Club's workforce is produced across all areas of employment practice and is discussed at the Equality and Diversity Working Group composed of management and the Trade Union Side, and by the various Action groups.

Such monitoring will be carried out using appropriate statistical analysis, and would normally deal with areas such as race, disability, gender, and age and ensure compliance with legislation. Any resultant statistics and analysis will be kept by the Human Resources Directorate and shared with the trade unions.

In addition, the Staff Survey is conducted regularly in order to gain the views of all employees and includes a section on diversity and the working environment. Newport County AFC will use the information from the Staff Survey to measure its record on meeting our equality and diversity policy aims.

The review process shall take place on an annual basis in May of each year with relevant updates implemented in July of each year.

## **9. Training**

Newport County AFC is committed to ensuring its staff and managers are trained in equality and diversity and aims to ensure that adequate training is provided so that managers are able to operate this policy. Examples include specific training on race, gender, gender identity, disability, sexuality, age and religion or belief, in accordance with the requirements of the law and good practice.

Diversity and equality forms an integral part of Newport County AFC's induction package. Managers are to ensure that all new entrants are made aware of our Equality and Diversity Policy and Anti-Bullying and Harassment policy.

## **10. Communication**

The Equality and Diversity Policy is available in the employee handbook, on shared servers and Newport County AFC's external website. Please contact the General Manager if you require a copy in an alternative format.

The details of this policy will be proactively communicated and promoted to all current staff and new starters.

## **11. Discrimination (Glossary)**

Discrimination may take seven main forms and is defined in law along with the protective characteristics associated with each provision as listed below:

- **Direct Discrimination** occurs when someone is treated less favourably than another person because of a protected characteristic. Relevant protected characteristics include age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage & civil partnership, pregnancy and maternity. For example, a manager does not select a pregnant woman for promotion even though they meet all of the competencies because they are pregnant. This is probably direct discrimination and cannot be justified.
- **Associative discrimination** occurs when someone discriminates against someone because they associate with another person who possesses a protected characteristic. Relevant protected characteristics include age, disability, gender reassignment, race, religion or belief, sex, sexual orientation. An example of this is when a manager does not give a job-applicant the role, even though they have met all of the competencies for the role, just because the applicant tells the employer they have a disabled partner. This is probably associative discrimination because of disability by association.
- **Discrimination by perception** occurs when someone discriminates against an individual because they think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic. Relevant protected characteristics include age, disability, gender reassignment, race, religion or belief, sex, sexual orientation. An example of this is when a manager selects a person for redundancy because they incorrectly think they have a progressive condition (i.e. that they are a disabled person). This is probably discrimination by perception because they believe the individual is disabled.
- **Indirect discrimination** occurs when a seemingly neutral provision, criterion or practice that applies to everyone places a group who share a characteristic e.g. type of disability at a particular disadvantage. Indirect discrimination may be justified if it can be shown that the provision, criterion or practice is a proportionate means of achieving a legitimate aim. An example of this is when an employer decides to apply a “no hats or headgear” rule to staff. If this rule is applied in exactly the same way to every member of staff, then staff who may cover their heads as part of their religion or cultural background (such as Sikhs, Jews, Muslims and Rastafarians) will not be able to meet this requirement of the

dress code and may face disciplinary action as a result. Unless the employer can objectively justify using the rule, this will be indirect discrimination. Relevant protected characteristic includes age, marriage and civil partnership, race, religion or belief, sex and sexual orientation. In addition, the Act extends protection against unjustified indirect discrimination to gender reassignment and disability.

- **Dual Discrimination** occurs when someone is treated less favourably because of a combination of two relevant protected characteristics. This means that it will be possible for an applicant to claim that they have been treated less favourably not just because of their race but also because of their gender. For example, because the individual is an Asian woman. Relevant protected characteristics include age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.
- **Detriment arising from a disability arises when you treat a disabled person unfavourably because of something connected with their disability.** This type of discrimination is unlawful where the employer or other person acting for the employer knows, or could reasonably be expected to know, that the person has a disability. This type of discrimination is only lawful if the action can be justified and the employer can show that is a proportionate means of achieving a legitimate aim. An example of this is when an employer imposes a “no beards” rule as a part of a dress code and tells staff they will be disciplined if they do not comply. The employee is a disabled person who has a skin condition which makes shaving very painful. They have been treated unfavourably (threat of disciplinary action) because of something arising from their disability (their inability to shave). Unless the employer can objectively justify the requirement, this may be a detriment arising from a disability. It may also be a failure to make a reasonable adjustment.
- **Victimisation** occurs when an employee is treated unfavourably, disadvantaged or subjected to a detriment because they have made or supported a complaint of discrimination or raised a grievance under the Equality Act, this policy or the Harassment, Bullying and Discrimination policy or because they are suspected of doing so. (However, an employee is not protected from victimisation if they have maliciously made or supported an untrue complaint). An example of this is when an employee requests to work flexibly and their manager refuses their request because they supported a colleague in a complaint of discrimination.
- **Third party harassment** occurs when an employee is harassed by someone who does not work for the employing organisation such as a customer, visitor, client, contractor or visitor from another organisation. The employer will become legally responsible if they know an employee has been harassed on two or more

occasions by someone and it may also be different individuals each time and fails to take reasonable steps to protect the employee from further harassment.

## **12. Complaints of Discrimination**

Newport County AFC takes all claims of discrimination very seriously and will take appropriate action against those concerned. Discrimination occurs when someone directly or indirectly treats a person or a group of people unfavourably because of a protected characteristic of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. This covers all behaviour including remarks and insinuation, both verbal and non-verbal, which cause offence.

Any member of staff who is subject to harassment, bullying or discrimination is encouraged to refer to the Library's policy on Harassment, Bullying and Discrimination. This provides details of the steps that can be taken to deal with such an issue. In addition, staff are reminded that they can obtain external, confidential help if they so wish by contacting the GM and/or their or trade union representative.

If a worker (engaged through, or by, an employment agency or bureau) considers they have been discriminated against they should raise their complaint directly with their employer.

## **13. People Strategy and Corporate Social Responsibility**

Newport County AFC aims to be an employer of choice and through its People Strategy aims to ensure its workforce are able to make a valuable contribution to the work of Newport County AFC whilst ensuring we support our workforce's health and well-being of the workforce.

The HR strategy is linked to Newport County AFC's Corporate Social Responsibility (CSR) strategy which is to have a positive impact within the local, national and international communities. One of Newport County AFC's CSR aims is to improve the quality of life for our workforce, families and the local community.

Where appropriate, Newport County AFC actively encourages its employees to participate in local voluntary initiatives and may provide further support to initiatives, which encourage social inclusion in Newport County AFC local communities. This may involve, for example, participation in literacy schemes or employees acting as mentors to local school children and volunteering opportunities. Newport County AFC's Corporate Social Responsibility intranet site can provide further details on these initiatives.

## **14. Responsibility**

All staff have a responsibility to guard against any form of discrimination and avoid any action which goes against the spirit of this policy. Thus, staff at all levels must ensure that there is no discrimination in any of their decisions or behaviour. This includes the provision that all staff must:

- report any suspected discriminatory acts or practices;
- not induce or attempt to induce others to practice unlawful discrimination;
- co-operate with any measures introduced to ensure equality of opportunity;

- not victimise anyone as a result of them having complained about, reported or provided evidence of discrimination;
- not harass, abuse or intimidate others.

However, whilst all staff have a collective responsibility to ensure this policy is successfully implemented, there are also specific responsibilities within this.

**The Board, Chairman and General Manager are responsible for:**

- Providing leadership on the equality and diversity strategy and policy, acting as overall champions to ensure the policy is implemented;
- Communicating the strategy and policy, internally and externally;
- Strategic engagement with and accountable to the DCMS and the public.

**Managers at all levels are responsible for:**

- Implementing the policy as part of their day-to day management of staff and in applying employment policies and practices in a fair and equitable way
- Ensuring equality and diversity issues are addressed in performance.
- Ensuring all staff act in accordance with the equality and diversity policy providing necessary support and direction;
- Effectively manage and deal promptly when investigating issues relating to potential discrimination, including those matters concerning members of the general public who visit Newport County AFC;
- Ensuring all policy or service decisions that will change provisions, practices or policies and affect the workforce are Equality Impact Assessed as required. For further information refer to the Equality Impact assessment policy.

**Each employee is responsible for:**

- Implementing the policy in their day-to-day work and their dealings with colleagues, and visitors;
- Ensuring their behaviour is appropriate to the policy and that they treat people with respect and dignity;
- Not discriminating against other employees or service users
- Notifying their line manager of any concerns with regard to the conduct of other employees, service users, the public or third parties.

**Senior Management are responsible for:**

- Developing employment policy and strategy on equality and diversity;
- Providing guidance to line managers and staff;
- Supporting managers in investigating issues relating to potential discrimination, including those matters concerning members of the general public who visit Newport County AFC;
- Monitoring employment policies and practices;
- Championing the issues, internally and externally;
- Facilitating training and development initiatives on equality and diversity.

Newport County AFC will not tolerate any behaviour from staff which breaches our equality and diversity policy. Any such breaches will be regarded as misconduct except for serious offences such as discrimination on protected grounds; serious offences including harassment, bullying, or victimisation will be treated as gross misconduct and may lead to disciplinary action including dismissal from employment without notice.

### **15. Policy Responsibility**

Senior Management has the responsibility for ensuring the maintenance, regular review and updating of this policy.

### **16. Equal Opportunities**

Our commitment is to confront and eliminate discrimination in relation to any of the Protected Characteristics outlined in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

It is in committing to these bounds of discrimination elimination that Newport County AFC encourage and administer equal opportunities.

Newport County AFC will not tolerate harassment, bullying, abuse or victimisation of an individual or group. This policy will work in conjunction with other policies relating to discrimination regarding the Protected Characteristics, including the Equality and Diversity Policy and the Anti-Bullying and Harassment Policy. Newport County AFC will work to ensure that such any such behaviour in breach of this policy is met with swift and appropriate action in whatever context it occurs.

Newport County AFC is committed to taking forward-thinking action where inequalities exist and to continually develop a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Newport County AFC is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation, including but not limited to:

Sex Discrimination Act 1975  
Race Relations Act 1976,  
Newport County AFC – Equal Opportunities Policy  
Disability Discrimination Act 1995  
Equality Act 2010

As well as any amendments to these acts and any new legislation.

**Recruitment:**

Newport County AFC is committed to promoting a diverse and inclusive community and therefore we are seeking to diversify our workforce through our recruitment of new staff and volunteers. We will ensure that our recruitment procedures remain fair and non-discriminatory. We aim to ensure that no job applicant suffers discrimination in relation to any of the Protected Characteristics.

All vacancies are advertised appropriately to ensure that all potential applicants are informed of available opportunities. Equal opportunities statements will be present in all job advertisements. All recruitment material and promotion is designed to positively encourage applications from suitably qualified and experienced people and will avoid stereotyping or pre-conceived notions of expectations of roles or positions.

Newport County AFC selects the most suitable person for the job in respect of skills, experience, and qualifications. Candidates will be considered and appointed irrespective of gender, gender reassignment, race, nationality, ethnic origin, sexual orientation, religion or belief, disability, age, social background, pregnancy or maternity, civil partnership, or marital status, or by any other unjustifiable condition or requirement. All those involved in recruitment processes will receive appropriate training.

Recruitment monitoring information is obtained from applicants.

**Implementation:**

All employees have a responsibility not to be offensive to each other, as well as customers, suppliers or potential customers or suppliers. Employees must not participate in, or condone, discrimination or unfair treatment of any kind.

All employees have a responsibility to guard against any form of discrimination and avoid any action which goes against the spirit of this policy. Employees must always ensure that there is no discrimination in any of their decisions or behaviour and must report any discriminatory behaviour

they witness to the General Manager, Chairman or a member of the safeguarding team, either verbally or using the Club's safeguarding software.

The Chairman and General Manager are responsible for the promotion and maintenance of this Policy as well as monitoring the effectiveness of this policy and for implementing a continuing programme of action to ensure the policy is fully operative. Employees who become aware of any incidents of discrimination must immediately inform the General Manager, the Chairman or a member of the safeguarding team. Employees not complying with this policy will be subject to the Company's Disciplinary Policy & Procedure.

This policy applies also to contractors and sub-contractors of Newport County AFC. Newport County AFC will monitor the performance of contractors and/or third parties and take all necessary steps to ensure good practice and compliance with appropriate behaviours. If any issues become apparent with regards to diversity or equality in relation to any contractor or third party, these will be addressed immediately with regards to outlines set about in this policy.

This Policy, as well as others included within the staff handbook, will be discussed and distributed upon employment, as well as being readily available during any time via the Club's website.

### **Accessibility**

The Club is committed to taking a proactive approach to ensure that the needs of all supporters with disabilities and visitors are met as the Club recognises that not all of its facilities are fully accessible to supporters with disabilities and visitors. The Club confirms that it is committed to making the necessary reasonable adjustments to all the services provided by the different departments of Newport County AFC. Access to goods and services, as well as match day facilities are being fully assessed and a programme of measures in place to ensure compliance with all associated legislation.

The Club operates a specific non-discriminatory ticketing policy for supporters with disabilities and will ensure that the scheme does not differentiate between all the different disability groups. Where charges are made, the charge will be made to the person with the disability. This is in line with current "disability etiquette" which maintains that people with disabilities should be treated the same as any non-disabled person or in this case spectator. Where Health and Safety requirements demand that a person with a disability has to be accompanied by a personal assistant, that assistant will be given free entry to matches where the Club allows free admission. Please note if the person with the disability cannot attend a match, their personal assistant will only be allowed access provided they pay for a full price ticket. The Club reserves the right to ask for 'proof of disability' before issuing any concession under the Disability Discrimination Act 2005 (DDA), which was replaced by the Equality Act 2010. However, the Disability Equality Duty in the DDA continues to apply.

All supporters wishing to purchase a Home Ticket are required to register their disability category upon application and supply relevant evidence, in line with the following criteria. Supporters from visiting clubs can purchase their tickets through their own club.

Such proof shall include:

- Middle and Higher rate DLA
- Standard and Advanced rate PIP
- Low and Higher rate AA
- Evidence from a Health or Social Professional

## **Definitions**

As a fundamental principle, the Disability Discrimination Act 2005 (DDA) stated that disabled people should not be treated 'less favourably, without justification' and 'reasonable adjustments should be made to make goods, facilities and services accessible'. Newport County AFC aims to comply fully with both the spirit and provisions of the Disability Discrimination Act 2005 and the Equality Act 2010. For purposes of this policy only, the definition of a supporter with a disability is: Any person who, because of their disability is unable to use ordinary stand seating without contravening Health and Safety Regulations, Guidelines or Policy or where the Club has provided a 'reasonable adjustment' (page 3, paragraph 2 of [Accessibility of Sports Stadia; January 2017](#)) to enable that supporter to attend the venue. Any such person will be considered for use of the designated areas of the stadium in line with the procedures set out in this policy. As defined by the Equality Act 2010, a person with a Disability is defined as an individual who "has a physical or mental disability which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities".

A 'designated area' is any area (including specific seats within the stadium) that the Club shall at its discretion determine as being available for those with disabilities. A 'reasonable adjustment' in this context shall include (but is not limited to) the need to use a wheelchair bay or the need to bring a personal assistant. A 'personal assistant' is someone who is accompanying a supporter with a disability and who is fully able to support the needs of said supporter in the event of an emergency. The Club recognise that many children are carers to their parents and will not be treated differently than an adult personal assistant. However, we insist that **all** assistants are able to provide relevant support to the disabled person in the event of an emergency. If a child is the parent's assistant, the club request that the Club's Safeguarding Officer is notified. [safeguarding@newport-county.co.uk](mailto:safeguarding@newport-county.co.uk)

## **Wheelchair Dependent Supporters**

Newport County AFC has a limited number of spaces for wheelchair dependent supporters and their personal assistant in stands at Rodney Parade. The Club wishes to make the most appropriate use of these facilities by providing them to those with disabilities who are unable to sit in any other part of the stadium. Individuals using, or wishing to apply for use of these designated areas must meet the following criteria:

1. Wheelchair using applicants must be largely dependent on a wheelchair for mobility purposes or not capable of walking a distance further than that required to reasonably and safely access any other part of the stadium.
2. Wheelchair dependent applicants of either manual or powered wheelchairs are encouraged to be accompanied by a personal assistant who is capable of supporting their needs in the event of any emergency evacuation. In this case the Club's Disability Access Officer should be contacted in advance for all relevant information at [office@newport-county.co.uk](mailto:office@newport-county.co.uk) The Club would not refuse admittance to those who don't bring a personal assistant; any refusals will only be on the grounds of a contravention of Health and Safety legislation.

Designated areas for wheelchair dependent home supporters are located on the North Terrace = 4 spaces and Hazell Terrace = 4 spaces. There is a designated area for wheelchair dependent away supporters located in the South Stand = 4 spaces (PA seated). Please note that due to Covid regulations, these available spaces may become further limited due to the need for social distancing.

The area on the North Terrace is raised and covered; if additional protection is needed emergency ponchos and blankets are available. Please note that the area is exposed to the elements from the pitch, this is the case in the majority of the stadium for all supporters. Please note that whilst adhering

to Covid regulations, it is recommended that spectators provide their own ponchos and blankets, for their own protection and to avoid cross contamination.

The area on the Hazell Terrace is at the south end near the changing rooms and is pitch level, under the cover of the terrace. There is a restricted view of the corner area on the near side of the pitch at the northern end, this view is restricted for all supporters not just those using the area. Wheelchair dependent supporters who require tickets for a designated area are encouraged to purchase tickets in advance.

### **Supporters with Learning Difficulties**

Supporters with learning difficulties can be accommodated in the stadium by various means as it is normally possible for them to use ordinary stand accommodation. Supporters with learning difficulties can normally attend games by themselves. However, if for whatever reason this is not the case, we encourage these people to be accompanied by a personal assistant (free of charge) who is capable of supporting their needs in the event of any emergency evacuation.

### **Supporters with Ambulatory Disabilities**

The Club recognises that there are considerable numbers of people in the community who use wheelchairs mainly for outdoor mobility purposes but are not necessarily confined to their wheelchair. There are also many people suffering severe walking difficulties who may wish to watch a match. There are also people with learning difficulties or debilitating illnesses who have difficulty walking. For the purposes of this policy this category of people will be termed 'supporters with ambulatory disabilities' and they will be asked to purchase tickets at least 48 hours in advance where possible

It will also be necessary for the ambulant supporter to provide qualifying documentation relating to their condition in order to qualify for a personal assistant ticket, if a personal assistant is required (as previously set out). Supporters with certain conditions can sometimes have difficulty in accessing seats in some parts of the Stadium. Newport County AFC recognises that elderly people now form a larger part of the population than younger people and the Club wishes to make sure that our elderly supporters are able to continue to attend matches whenever possible. The Club therefore recognises that some of its longest serving supporters with infirmities may require seating in an appropriate area of the stadium. Supporters with infirmities who require seats in appropriate areas are encouraged to purchase tickets 48 hours in advance.

### **Assistance Dogs**

Assistance dogs are admitted to the ground. The Club's Supporter Liaison should be contacted at least 48 hrs in advance of a game for all relevant information. Measures will be taken to ensure that the welfare of the Assistance Dog is preserved. The club does not have a separate Policy for Assistance Dogs.

### **Accessible Parking**

#### **Home Supporters**

Newport County AFC has a minimum of 20 accessible spaces allocated to its supporters with disabilities in Rodney Parade, there are also several available a short distance from the ground at Maindee Primary School. These are allocated to supporters with the most severe mobility difficulties, which is through a season permit. Applications/requests should be made to the Club on a seasonal basis and each request will be judged on its individual merit. Any additional spaces will be subject to availability. The Club would ask that people recognise that there are only a limited number of places available, and it will not be possible to accommodate everyone who has a Blue Badge. Home

supporters given an Accessible Parking Permit are expected to display their Blue Badge and Permit at all times. If there is no Blue Badge and Permit on display, then parking will be refused.

Those unable to walk far and unable to park as above, there are drop-off points where assistance can be given with advance notice.

- Beresford Road entrance
- Rodney Road entrance

### **Away Supporters**

There are a minimum of 5 accessible spaces reserved for away supporters in Maindee Primary School, these spaces can be obtained by contacting their own club and requesting a parking pass (All the details the supporter needs will be on the pass). Away supporters will be expected to bring the parking pass and have their Blue Badge on display at all times.

Those unable to walk far and unable to park as above, there are drop-off points where assistance can be given with advance notice.

- Corporation Road entrance (*Away Supporters only*)

Wheelchairs can be provided for supporters who do not need to remain in the chair for the game to assist getting to the allocated area of your ticket. Please request these from the Club's Disability Access Officer at least 48hrs prior to kick off. [office@newport-county.co.uk](mailto:office@newport-county.co.uk)

### **Accessible Information**

Steps are being taken to put procedures in place to provide information in formats that are more easily accessible to people with disabilities. The official Newport County AFC website (<https://www.newport-county.co.uk/>) is operated by EFL Digital Limited (Company Number 04112553). They consistently monitor the levels of compliance against the Equality Act 2010, as well as working on an individual level with a number of fans with disabilities to deliver best practice across the network of Official Football sites.

### **Newport County AFC Partners**

The Club works closely with [Level Playing Field](#) and the [EFL](#) to ensure that it is providing the best matchday experience to disabled supporters.

### **Contact Us**

For further information, please contact the club Supporter Liaison Officer, Donna Linton on 01633 302012 or email [FanFeedback@newport-county.co.uk](mailto:FanFeedback@newport-county.co.uk)

## **Useful Contacts**

### **Chairman**

Gavin Foxall

Email: [gavin.foxall@newport-county.co.uk](mailto:gavin.foxall@newport-county.co.uk)

### **Equality Director**

Colin Faulkner

[equality@newport-county.co.uk](mailto:equality@newport-county.co.uk)

### **General Manager**

Nigel Stephenson

Email: [nigel.stephenson@newport-county.co.uk](mailto:nigel.stephenson@newport-county.co.uk)

### **Head of Safeguarding**

Kelly Anderson

Email: [safeguarding@newport-county.co.uk](mailto:safeguarding@newport-county.co.uk)

Tel: 07519 822227

### **Designated Safeguarding Officer (DSO) Academy**

Gareth Evans

Email: [academy.admin@newport-county.co.uk](mailto:academy.admin@newport-county.co.uk)

### **Academy Manager**

Damien Broad

Email: [Damien.Broad@newport-county.co.uk](mailto:Damien.Broad@newport-county.co.uk)

### **EFL Safeguarding Officer**

Mark Derrien

Tel: 07944 272236

Email: [mderrien@efl.com](mailto:mderrien@efl.com)

### **Newport City Council Local Authority Designated Officer (LADO)**

Mike Sloan

Tel: 01633 851485

Email: [Mike.Sloan@newport.gov.uk](mailto:Mike.Sloan@newport.gov.uk)

### **FA Safeguarding**

Tel: 0800 169 1863

Email: [safeguarding@TheFA.com](mailto:safeguarding@TheFA.com)

### **NSPCC helpline**

Tel: 0808 800 5000

### **Police**

Tel: 999 or 101

