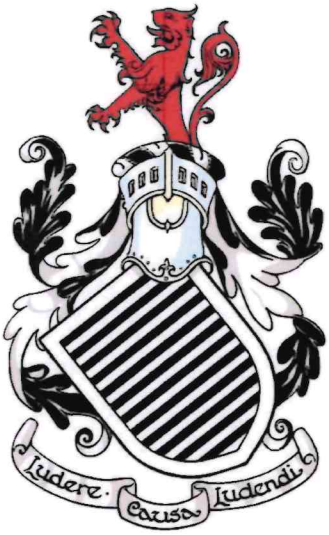

Anti-racism

June 2026

Review Date: July 2026
Next Review Date: July 2027

Policy / Plan Details

Name of Policy / Plan	Anti-racism
Policy / Plan Owner	Alan Marshall
Policy / Plan Reviewer	Alan Marshall
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Date for Review	
Signatures	Policy Holder: Date: 01/07/2026 Counter Sign: David Stevenson Date: 13/7/26.

Revision History

Date Revised	Reason	Author
01/07/2026	Annual Review Change Signatories	Alan Marshall

Review Date: **July 2026**
Next Review Date: **July 2027**

The Queen's Park Football Club takes justify able pride in the fact that one of its players, Andrew Watson, was the first black footballer to attain international recognition when, in 1881, he represented Scotland against both England and Wales.

The motto of the Club is "Ludere causa Ludende", which literally translates as "To play the Game for the Game's Sake". A major element of this ethos is the desire on the Club's part to make the great game of football as accessible to as many people as possible, without any fear, favour, or other prejudices.

The objective of the Club's policy on this issue is to provide clarity of purpose and intent to its players, coaches, employees, members, supporters and everyone else connected with Queen's Park Football Club Ltd regarding the Club's attitude towards issues of racial harassment and abuse. It is also designed to promote harmonious relationships between persons of different ethnic, cultural or national groups, and to maintain and uphold the proud traditions of the Club.

- The Club condemns all forms of racism wherever it might occur, be that on or off the field of play, or, in the workplace. The Club seeks to engender and maintain a sporting, spectating, and working environment which is entirely free of racial harassment and abuse. Everyone connected to the Club shares the responsibility of preventing racial harassment or abuse.
- Racial harassment or abuse can manifest itself in any number of ways; it may take the form of physical, oral, written, or visual abuse which is related to a person's race, ethnicity, colour, nationality, language or cultural background, all of which actions are capable of being construed or perceived as being unacceptable, hurtful, and offensive to the recipient(s).
- Acts of racial harassment or abuse shall lead to action being taken by the Club against the instigator(s) or perpetrator(s). In the case of employees, this could result in formal disciplinary procedures being initiated. With regards to Club members, Season-Ticket holders, Club supporters, or any other spectators visiting the Club's grounds and premises, any such behaviour on their part may result in the matter being referred to the police: potential criminal proceedings notwithstanding, the Club reserves the right to eject, expel, and banish the perpetrators of acts of racial harassment or abuse from its grounds and premises.
- Management and all personnel have a shared responsibility to make it patently clear that such behaviour by anyone connected with the Club is unacceptable.

In support of this policy, the Club will embrace UEFA's Ten-Point Action Plan, viz

1. Issue a statement saying that the Club will not tolerate racism, spelling out the actions it will take against those engaged in racist chanting. The statement should be printed in all match programmes and displayed permanently and prominently around the ground.

Action

The Club has given its full support to The Scottish Professional Football League's days- of-action in support of the anti-racism campaign, 'Show Racism the Red Card'. The Club's

activities have included:-

- Teams of 13 and 14 year-old kids drawn from the Club's Youth Teams and from the local Active Life Club, which is the football arm of Positive Futures, the Glasgow Anti-Racist Alliance, leading out both teams of senior players.
- At half-time, these kids took part in a penalty kick shoot-out.
- These activities were complimented by appropriate PA announcements.

2. Make public address announcements condemning racist chanting at matches.

Action

Should incidents of racist behaviour occur at Club matches played at the City Stadium(Lesser Hampden Park), public address announcements shall be made condemning such incidents and reinforcing the Club's policy and its resolve to take the most appropriate actions against any instigator(s) or perpetrator(s).

3. Make it a condition for season-ticket holders that they do not take part in racist abuse.

Action

This condition is implicit in the Club's stated policy in counteracting racist behaviour in any of its various manifestations.

4. Take action to prevent the sale of racist literature inside and around the ground.

Action

The Club and its Stewards shall take whatever action is appropriate to prevent the sale of any such materials within its grounds, and around their immediate environs.

5. Take disciplinary action against players who engage in racial abuse

Action

The Club shall take appropriate action against any player, coach, or other employee who is found to have been engaged in racist behaviour or abuse. Furthermore, any volunteer worker who is found to have been similarly engaged shall have his/her connection with the Club severed forthwith.

6. Contact other clubs to make sure they understand the Club's policy on racism.

Action

The Club expects every other member clubs to be in full compliance with the various directives and items of guidance promulgated by The Scottish Football Association and The

Scottish Professional Football League in relation to these issues.

7. Encourage a common strategy between stewards and police for dealing with racist actions.

Action

The Club engages the services of an external stewarding company, G4s, who work in tandem with Strathclyde Police on all aspects of Crowd Behaviour & Control, both at Hampden Park and other major sports venues within the City.

8. Remove all racist graffiti from the ground as a matter of urgency.

Action

The Club fully expects that any racist graffiti shall be removed as a matter of urgency by the Facilities staff, at the City Stadium (lesser Hampden Park).

9. Adopt an equal opportunities' policy in relation to employment and service provision.

Action

The Club is an Equal Opportunities Employer and takes cognisance of all relevant legislation on this subject.

10. Work with all other groups and agencies, such as the players' union, supporters, schools, voluntary organisations, youth clubs, sponsors, local authorities, local businesses and police, to develop pro-active programmes and make progress to raise awareness of campaigning to eliminate racial abuse and discrimination.

Action

As already indicated, the Club has taken a pro-active role in addressing these issues by, for example, inviting groups such as the local Active Life Club to become involved in the Club's annual Festival of Football, which focuses on kids football.