

1. SPECTATOR SAFETY POLICY STATEMENT

1.1. GENERAL POLICY STATEMENT BY SENIOR MANAGEMENT

- 1.1.1. According to the Guide to Safety at Sports Grounds Sixth Edition 2018, *Responsibility for the safety of spectators lies at all times with the ground management.*
- 1.1.2. According to the Sports Grounds Safety Authority's Safety Management guidance, *Safety is therefore the personal responsibility of the chairman and board of directors (or equivalent) and safety management should be a standing item on the agenda of every board meeting. Whilst tasks may be assigned to others, the responsibility rests with the board.*
- 1.1.3. **The Ground Management of Celtic Park acknowledges that the responsibility for the safety of visitors and spectators lies at all times with Board of Directors of Celtic plc.**
- 1.1.4. ***Final responsibility for safety.*** This rests with the Board of Directors of Celtic plc.
- 1.1.5. ***Safe facilities.*** It is Celtic plc's policy to ensure that, as far as reasonably practicable, it makes and keeps safe the stadium and the facilities to which spectators and visitors are admitted. Reference to the stadium includes all its structures, installations and components as defined in the Green Guide.
- 1.1.6. ***Safety staff and systems.*** It is Celtic plc's policy to provide competent staff and suitable and sufficient safety management systems for the safe admission, accommodation and exit of spectators and visitors.
- 1.1.7. ***Role of spectators.*** An important element of this policy is the need for active participation by and co-operation of spectators in achieving the policy objectives. Spectators are expected to behave responsibly in all matters related to health, safety and security.

1.2. HOW MANAGEMENT ALLOCATES RESPONSIBILITY FOR SAFETY

- 1.2.1. ***Person with overall responsibility for safety.*** Ronnie Hawthorn is the Head of Safety Security and Operations of Celtic F.C. Limited. He reports directly on safety matters to the Board.
- 1.2.2. ***Person with match day safety responsibility.*** This is the Duty Safety Officer, who is appointed from a cadre of three Safety Officers approved by the certifying authority.
- 1.2.3. ***Deputy to the person with event day responsibility.*** This is the Duty Deputy Safety Officer, who is appointed from a cadre of three Safety Officers approved by the certifying authority.

1.3. HOW MANAGEMENT MEETS ITS SPECTATOR SAFETY POLICY COMMITMENTS

- 1.3.1. Celtic plc meets its spectator safety policy commitments through the pursuit of the following objectives.
- 1.3.2. ***Communicating the safety policy.*** Celtic plc promotes a positive attitude to public safety from the highest level of management. The safety policy is reviewed each year at a meeting of the Board of Directors and signed on their behalf by Peter Lawwell, Executive Director and Chief Executive of Celtic plc.

- 1.3.3. All permanent, temporary and contract staff are made fully aware of the policy. It is the responsibility of the Head of Safety Security and Operations to ensure the promulgation of the safety policy to staff through a combination of briefings, written and verbal communications, staff training and notices displayed in prominent positions in the workplace. All staff are given the opportunity to give feedback on the policy and to make safety suggestions to the Head of Safety Security and Operations.
- 1.3.4. The Head of Safety Security and Operations communicates the safety policy to other agencies through regular meetings with Police Scotland, the Glasgow City Council Safety Advisory Group and other public agencies and emergency services. The policy is also communicated at pre and post match briefings and in joint exercises.
- 1.3.5. Members of the public are also made aware of the policy. It is the responsibility of the Head of Safety Security and Operations to communicate the safety policy through use of the club website, club magazine, personal correspondence and the wider media as communication channels. Safety messages are printed in match day programmes and the stadium regulations are posted around the ground and incorporated within ticket conditions.
- 1.3.6. **Organisation structure for implementing safety.** The stadium's chain of safety command is:
- The Board of Directors;
 - The person with overall responsibility for safety, i.e. the Head of Safety Security and Operations;
 - The Duty Safety Officer;
 - The Duty Deputy Safety Officer;
 - The Chief Steward, Deputy Chief Steward, Chief Fire Steward, Stadium Security Manager and Duty Safeguarding Officer;
 - The Stand Managers (South, North, East, West, Rail Seating and managed sub-contractors) and the Assistant Chief Steward (Hospitality)
 - Team Leaders; and
 - Safety Stewards, security stewards and fire stewards.
- 1.3.7. Celtic plc recognises that the effectiveness of this structure depends on the deployment of an appropriate number of suitably trained and qualified stewards. These are sourced from:
- *Protectevent*, the club's in-house stewarding organisation;
 - *G4S*, a managed sub-contractor;
 - *Security Scotland*, a managed sub-contractor;
 - *Securigroup*, a managed sub-contractor; and
 - *Rock Steady Security*, a managed sub-contractor.
- 1.3.8. **Affirming that the Duty Safety Officer's decision is final.** On match days, the Duty Safety Officer acts on the delegated authority of the Board and the Head of Safety Security and Operations. The Duty Safety Officer assumes primary operational responsibility for safety management and decisions in consultation with the police, fire and ambulance services. All match personnel are under the overall direction of the Duty Safety Officer throughout the

match. In the event of a disagreement on an operational matter affecting safety, the Duty Safety Officer's decision is final.

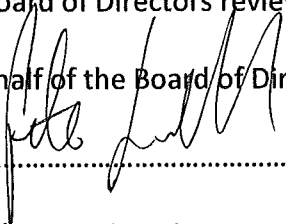
- 1.3.9. **COVID-19.** Celtic plc has developed and implemented Protocols to manage its response to the COVID-19 Pandemic, under reference to appropriate guidance, utilising World Health Organisation and FIFA risk assessment and risk control templates, and following specific guidance from the Scottish FA and external medical and safety experts experienced in public health and sport. Under reference to the appropriate COVID-19 Protocols, the Celtic Park Operational Plan has been reviewed and updated, including stadium safety management, stadium contingency plan, fire risk assessment, communication system, medical risk assessment and broadcast arrangements.
- 1.3.10 **Ensuring the safe entry of spectators.** Crowd movements outside the stadium are directed by means of signage and monitored and managed by Closed Circuit Television systems and stewards. No spectator is admitted to any section of the stadium until the Duty Safety Officer is satisfied that section has been searched and declared to be clear. Entry to the stadium is controlled prior to and during each event. Primary entry is by tickets or plastic cards which have to be scanned at the turnstiles. The numbers of people admitted are monitored via computerised access control systems. Secondary ticket checks may be undertaken at the entries to each area of spectator accommodation.
- 1.3.11. **Ensuring the safety of spectators inside the Stadium.** Crowd movements and behaviours during the event are monitored by Closed Circuit Television systems. Stewards provide assistance and direction, ensure that all passageways are kept clear and seek to enforce the ground regulations. Specific competent stewards are positioned and tasked with monitoring crowd dynamics and to act accordingly to minimise undue crowd pressure. Spectators may also receive information and directions through the public address system.
- 1.3.12. **Ensuring the safe exit of spectators.** All exits from the stadium are stewarded at all times whilst the stadium is open for spectators. Under normal circumstances, once the Duty Safety Officer has given the order for all exits to be opened, crowd movements inside and outside the Stadium are directed by means of signage and monitored by Closed Circuit Television systems. Stewards staff all exit gates and passageways to enable a controlled and safe exit from the stadium. In the event of an emergency requiring the evacuation of all or part of the stadium, spectators are instructed by the public address system and directed to the nearest available exit by the stewards.
- 1.3.13. **Fire precautions.** Celtic plc is committed to understanding the nature and level of fire risk within the stadium and to minimise that risk. Through its staff, the club undertakes assessments to identify those parts of the stadium where fire could start, taking account of the form of construction, usage, facilities and location in order to determine the nature and level of risk. The club then ensures the appropriate measures, policies and procedures are adopted to remove, reduce or contain that risk.
- 1.3.14. On match days, the club deploys its own team of directly-employed fire stewards throughout the Stadium. In the event of a notified fire, the fire service is called immediately.
- 1.3.15. **First aid and medical provision.** Celtic plc considers first aid and medical provision to be an integral part of effective safety management. The club arranges for the attendance of

adequate numbers of suitably qualified medical practitioners to attend any event. The club also ensures that the first aid rooms are appropriately equipped, taking guidance from a senior member of the Scottish Ambulance Service on the equipment required. The club is committed to providing first aid cover at the levels required by the general safety certificate. The club also ensures that sufficient ambulances are in attendance on any given match day.

- 1.3.16. **Contingency plans.** The club produces and keeps under review a full range of plans setting out the actions to be taken in the event of specified contingencies. The club ensures through meeting, discussion and regular review that such plans are acceptable to the emergency services and are compatible with their emergency plans. The plans are operated through a combination of liaison with the emergency services, training, exercises and de-briefing.
- 1.3.17. **Emergency plans.** In accordance with the framework for civil protection established by the Civil Contingencies Act 2004, Celtic plc liaises with the relevant 'category one responders' to ensure the preparation of a suitable emergency plan for dealing with a major incident occurring at the stadium or in the vicinity.
- 1.3.19 **Maintenance of records.** Celtic plc recognises the importance of maintaining detailed and accurate records, in order to monitor performance and identify any issues. All safety records maintained by the club will be of a high standard, legibly entered and utilised by Head of Safety Security and Operations to monitor compliance with this and other relevant policies.
- 1.3.20. All records are retained for a minimum of six years and are available for inspection by the certifying authority and any other body entitled to see them.
- 1.3.21. **Inspection and audit.** There is a system of risk assessments, pre and post match checks, lessons learned from post-match debriefing reports, annual inspections, structural and electrical certification, the inclusion of safety as a standing agenda item on Board meetings, and monitoring relevant changes in legislation, regulations and guidance.
- 1.3.22. **Safety policy review.** Celtic plc recognises that the safety policy statement is not a static document but needs to be kept under review and updated as circumstances change. The Head of Safety Security and Operations will keep the policy under review, bringing to the attention of the Chief Executive any matters which could lead to an improvement in spectator safety.

1.3.23. The Board of Directors review the safety policy on an annual basis.

Signed on behalf of the Board of Directors



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Peter Lawwell, Executive Director and Chief Executive of Celtic plc

Dated 31.7.20