

SEARCH POLICY



Introduction

Cambridge United will only undertake personal searches if deemed appropriate and as required. All aspects of Cambridge United operations are governed by the Codes of Practice stated in Ground Regulations.

This Personal Search Policy is a generic document and will be reinforced by a specific Risk Assessment relating to the premises, venue or event where Cambridge United is operating. This policy refers to all Cambridge United operations where personal searches may be required, but the reference to Cambridge United operatives" will generally refer to Supervisors and Stewards.

Stadium Introduction

The Cledara Abbey Stadium is a stadium which houses two fully seated stands (Main Stand and South Stand) a part seated area (South Habbin) and three terraces Newmarket Road End, North Habbin & South Habbin).

The Main Stand is located on the eastern side of the stadium, and this stand is used by Directors, home supporters and those who use the stadium's hospitality areas on a match day. The South Stand is all seater and often referred to as the Family Stand and is allocated to home supporters. On occasions when there is a Cup fixture due to the number of tickets that must be allocated to away supporters this stand becomes the location the subsequent location for this fixture. The Newmarket Road End is a terrace allocated to home supporters only, as is the North Habbin Stand. The South Habbin Stand has a terrace and a small, seated area for away supporters. subject to review per cup fixture.

Home supporters enter the stadium using the turnstiles at the Main Stand, North Habbin Stand, Newmarket Road End and South Stand. SIA Trained staff are deployed to the turnstiles to operate an intelligence led searching regime at these turnstiles.

Away supporters enter the stadium using turnstiles at the South Habbin Stand. SIA Trained staff are deployed to the turnstiles to operate an intelligence led searching regime at the turnstiles.

General Search Policy

Personal searches will only be undertaken where, as indicated that these are required however our general policy is:

Searches may be carried out for a variety of reasons but in general terms will relate to:

- Alcohol being bought in/on to the premises.
- Illegal drugs

- Pyrotechnics
- Dangerous weapons
- Other prohibited items as per the Permitted & Prohibited Items Policy.

Depending on requirements, either all individuals wishing to gain entry to the premises, or a random intelligence led selection of the public will be searched.

Under no circumstances will there be any form of discrimination when deciding which individuals should undergo a random search.

If deemed necessary, the Club will operate a 100% personal search operation at events.

At all events 100% all bags will be searched upon entry. All bags upon completion of the search will be tagged with a coloured band. Should a bag not be tagged, the Club reserves the right to carry out retrospective searches of the bags inside the stadium. The same search criteria relating to employees' bags will be followed.

For all such searches, proof of age will be required prior to any search. Should right of entry be refused on the grounds of age, then no body search or search of bags or belongings will take place of the person refused entry.

All flags will be searched prior to entry to ensure they are not concealing anything to validate the flag has a valid fire certification attached.

Focus is placed on the quality and not the quantity of searches. The number of searches will not be used as a performance indicator for staff.

Force will not be used in any circumstances to conduct a search.

Right to Refuse

It must be understood that any member of the public may refuse to undergo a search. This is their prerogative and Cambridge United operatives have no right to insist on either a body search or a search of belongings. If, however, any individual refuses to undergo a search when reasonably required to do so, they will be refused entry to the venue.

Under no circumstances may Cambridge United operatives use any force or threats when asking the public to undergo a search.

Public Dignity

Cambridge United operatives will, always, treat individuals with courtesy and respect even if they are verbally aggressive.

In the case of body searches, no matter how superficial, females may only be searched by female Cambridge United operatives and males may only be searched by male Cambridge United operatives.

In the case of more comprehensive body searches individuals concerned have the right to ask for that search to take place in a "private" location. In such cases there must always be a witness present such as another Cambridge United operative of the same gender as the individual searched.

Identification of Drugs and Weapons

If, during the course of a search, illegal drugs, or dangerous weapons are found on the person, or in the possession of, the individual the Cambridge United operatives will always call the police. It should be noted that the operatives have no right to detain the members of the public concerned.

In the case of alcohol being found in the possession of an individual wishing to enter the venue or event, they will be refused entry until such a time that they are able to prove that they are no longer in possession of the alcohol concerned.

Client terms and conditions will dictate the specific search policy.

Equality Act 2010

The Equality Act 2010 places a general duty on the Club to:

- Work towards the elimination of unlawful discrimination.
- Promote equality of opportunity between persons of different racial groups; and
- Promote good relations between persons of different racial groups. All searching must be used fairly, responsibly, with respect for people being searched and without unlawful discrimination.

The Equality Act 2010 makes it unlawful to discriminate against, harass or victimise any person on the grounds of the 'protected characteristics' of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, or pregnancy and maternity when using their powers.

Sensitivity must be shown when conducting searches of transgender individuals to minimise embarrassment, avoid discrimination and promote equality as required under the Equality Act 2010.

Transgender is generally used as an umbrella term to describe people whose gender identity (self-identification as being a woman, man, neither or both) differs from the sex they were registered as at birth.

The term includes, but is not limited to, transsexual people. All searches and/or ejections must be carried out with courtesy, consideration and respect for the person concerned.

Staff should show sensitivity when dealing with gender variant and non-binary individuals (including though not limited to transsexual persons). In law, the biological sex of an individual is assumed to be their gender as registered at birth unless they are proposing to undergo, are undergoing or have undergone a process (or part of a process) for the purpose of gender reassignment, which is a protected characteristic under the Equality Act 2010 or have been issued with a Gender Recognition Certificate (GRC) under the Gender Recognition Act 2004, in which case the person's gender is their acquired gender. (No person will be asked if they have a GRC).

Where it can reasonably be assumed that a person identifies as being male or female, they should be dealt with as being of that sex.

If at any time (including during the search) there are doubts as to the person's gender identity, the person should be privately and sensitively asked how they identify and which pronouns they prefer.

If a person identifies as being non-binary or gender fluid, they should be asked how they wish to be dealt with in the context of the search, the person should be treated according to their expressed identity.

Whilst the UK Supreme Court has ruled that the legal definition of a woman is based on biological sex but does not remove the protection in law for transgender people.

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Review History

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2	August 2026	Review of Policy	CEO