



EHB Equality Policy



1. Statement of Intention

1.1. England Hockey Board (EHB) is committed to the principles of equality. EHB aims to ensure that all people, irrespective of age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in hockey at all levels and in all roles.

1.2. EHB will ensure that there will be open access to all those who wish to participate in any aspects of hockey activities and that they are treated fairly, equally and with respect.

1.3. This policy is aimed at all those actively involved in any aspects of hockey activities at all levels and in all roles whether that be as an employee, volunteer, member or participant. The policy should be adhered to in conjunction with all other EHB policies and regulations including the Code of Ethics and Behaviour.

2. Purpose of the Policy

2.1. This policy has been produced to identify and eradicate barriers, and to tackle and prevent discrimination or other unjustifiable unfair treatment. This covers all acts, whether intentional or unintentional, direct or indirect, which may preclude some people from participating fully in hockey.

2.2. EHB recognises there are barriers to participation and will take positive action to increase accessibility. Positive action is action taken to encourage increased participation from under-represented groups. Positive action can only be taken within the limits of appropriate legislation.

2.3. EHB do not support positive discrimination. This is giving someone more opportunities because they come from a particular deprived group in preference to others equally or better qualified / experienced. This is still illegal in the UK.

3. Definitions

3.1. Within this policy and all future terminology EHB will use the following definitions of equality:

3.1.1. Equality in sport is about fairness, equality of access, recognising inequalities and taking steps to address them. It is about evolving the culture and structure of hockey to ensure that it becomes equally accessible to all members of society, whatever their age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation.

3.1.2. Sports Equality is about an individual's and organisation's responsibility to challenge discriminatory practice and promote inclusion.

3.1.3. The state of being equal – treating individuals equally, which is not necessarily the same as treating them the same. In some cases the need for equality may require unequal effort to ensure the principle is achieved.

4. Commitment to Action

4.1. EHB will produce, maintain and monitor an action plan to ensure the intent of this policy is consistently delivered.

4.2. All areas of the organisation will be affected by this action plan, which will be incorporated into the overall strategic plan of EHB.

4.3. EHB recognises that, in some cases, to achieve the principle of equality, unequal effort and resource is required and, if appropriate, will consider positive action to tackle under-representation.

4.4. EHB is committed to providing appropriate training opportunities as detailed within the Equality Action Plan.

5. Legal Requirements

5.1. EHB is required by law not to discriminate against its employees and recognises its legal obligations under, and will abide by the requirements of, the following:

- Equal Pay Act 1970 (Amendment) Regulations 2003
- Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)
- Sex Discrimination Acts 1975 (Amendment) Regulations 2008
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Disability Discrimination Act 2005
- Disability Rights Commission Act 1999
- Human Rights Act 1998
- Children Act 1998 and 2004
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Gender Recognition Act 2004
- Data Protection Act 1998
- Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to England Hockey Board.

6. Discrimination, Harassment and Victimisation

6.1. Discrimination can take the following form:

6.1.1. Direct Discrimination is defined as treating a person less favourably than others would be treated in the same circumstances.

6.1.2. Indirect Discrimination occurs when a provision, criterion or practice (PCP) applies equally to all, which, whether intentional or not, impacts to a greater extent on one sector of society because fewer members of that group are able to comply. A PCP is lawful only if it is proportionate and can be objectively justified in relation to the job.

6.1.3. When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

6.2. Harassment is described as unwanted language or behaviour, which has the purpose or effect either of violating a person's dignity or creating an environment which is upsetting, hostile, humiliating or offensive. Such language or behaviour would be judged by applying the objective test of reasonableness i.e. taking into account the feelings of the person making the complaint, would a reasonable person conclude that harassment has taken place. Harassment may be on grounds of age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation. EHB is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

6.3. Victimisation is defined as when someone is treated less favourably than others because he or she, acting in good faith, has made an earlier complaint of unlawful discrimination against or to EHB under one of the relevant Acts/Regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

6.4. EHB regards discrimination, harassment or victimisation, as outlined above, as serious or gross misconduct and any employee, volunteer, member or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

7. Responsibility, Implementation and Communication

7.1. The following responsibilities will apply:

7.1.1. The Board of Directors is responsible for ensuring that this Equality Policy is followed and for ensuring that breaches are dealt with appropriately.

7.1.2. The Chief Executive has the overall responsibility for the implementation of the Equality Policy.

7.1.3. The Equity, Ethics and Welfare Manager, designated by the Chief Executive, has the overall responsibility for ensuring delivery of the equality action plan as this will form part of their work programme.

7.1.4. All employees, volunteers, members, and participants have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

7.2. The policy will be implemented immediately following Board agreement and will result in the following:

7.2.1. A copy of this document will be made available to all staff (both permanent and contract), members and volunteers of EHB. All these persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

7.2.2. EHB will require all affiliated organisations to adopt this policy.

7.2.3. The policy will be communicated through the Equality Action Plan.

8. Monitoring and Evaluation

8.1. This policy will be reviewed every three years, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

8.2. The equality action plan, created to ensure the intent of the policy is delivered, will be reviewed annually.

8.3. The Board of Directors shall have overall responsibility for the monitoring and reviewing of the Equality Action Plan.

9. Disciplinary and Grievance Procedures

9.1. To safeguard individual rights under the policy, an employee, volunteer, member, or participant who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure; either the staff grievance procedure or the dispute regulations as part of the Code of Ethics and Behaviour.

9.2. An individual may raise any grievance and no employee, volunteer, member or participant will be penalised for doing so unless it is without foundation and not made in good faith.

10. Further Information

10.1. The following documents are available at www.EnglandHockey.co.uk:

- The EHB Equality Action Plan
- Code of Ethics and Behaviour including associated Dispute Regulations
- Transgender Policy
- Pregnancy Policy