



# SIDMOUTH & OTTERY HOCKEY CLUB



## EQUALITY POLICY

### Statement of Intention

Sidmouth & Ottery Hockey Club (the Club) is committed to the principles of equality of opportunity in accordance with England Hockey Board's (EHB) Equality policy<sup>1</sup>. The Club aims to ensure that all people, irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in hockey at all levels and in all roles - this includes all members, officials, volunteers and spectators.

The Club shall:

- Ensure that there will be open access to all its services
- Eliminate prejudice against any group by removing barriers
- Select and train members solely on the basis of merit & ability and by adapting facilities and equipment where necessary and reasonably possible, in accordance with the Club's Development and Selection policy.
- Communicate to all members its commitment to equality of opportunity
- Fulfil its social responsibility to all members ensuring that appropriate support is given
- Make every reasonable effort to prepare and produce materials that are appropriate for all persons in respect of language, format and approach
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by the EHB
- The Club recognises its legal obligations and will take account of all relevant legislation and any subsequent amendments or re-enactments thereof.

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<sup>1</sup> EHB Equality Policy dated May 2013.

## **Definitions**

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

Indirect Discrimination. Indirect Discrimination occurs when a job requirement or condition is applied, which, whether intentional or not, has an adverse effect on one sex or racial group or marital status because fewer representatives of that group are able to comply with it, and that requirement or condition cannot be justified on grounds other than race, gender or marital status

Harassment. Harassment can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic.

## **Conduct**

The Club regards discrimination and harassment as outlined above as gross misconduct and any member of the Club who so discriminates against any other person shall be liable to appropriate disciplinary action in accordance with the Club's Code of Conduct and Disciplinary policies.

## **Implementation**

A copy of this policy is available to all members on the Club's website ([www.sidmouthandotteryhc.co.uk](http://www.sidmouthandotteryhc.co.uk)). All Club members are expected to respect and act in accordance with, and thereby support and promote, the spirit and intentions of this policy.

A planned approach shall be adopted to remove discrimination against any group.

The Club shall be committed to working only along side those individuals or organisations that are prepared to demonstrate the principles and practice of equity as laid out in this document.

## **Positive Action**

The Club may take positive action or introduce special measures for a group that is currently under-represented in its membership or representative bodies.

## **Monitoring & Evaluation**

The Club shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform members of their impact.

The Club Chairman has overall responsibility for the implementation of the equality policy.

The Club Executive Committee shall be responsible for implementing this policy.

A handwritten signature in black ink, appearing to read 'I Mackie'.

**Ian Mackie**

**Chair**

**Dated: 25 Mar 2014**