



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's (EH) Equality policy¹. The Club aims to ensure that all people, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation (known as the Protected Characteristics) 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 EH
- The Club recognises its legal obligations and will take account of all relevant legislation and any subsequent amendments or re-enactments thereof.

¹ EH Equality Policy dated July 2014.

Definitions

Direct Discrimination. Direct Discrimination is defined as treating someone less favourably than you would treat others because of a Protected Characteristic.

Indirect Discrimination. Indirect Discrimination occurs when a provision, criterion or practice is applied which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

Harassment. Harassment can be described as engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct.

Bullying: Bullying can be described as the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

Victimisation: Victimisation can be described as subjecting someone to a detriment because he or she has, in good faith, taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

Conduct

The Club regards discrimination, harassment and bullying as outlined above as gross misconduct and any member of the Club who discriminates against, harasses or bullies any other person shall be liable to appropriate disciplinary action in accordance with the Club's Code of Ethics & Behaviour and Disciplinary policies. Neither does the Club tolerate discrimination, harassment or bullying from members of the opposition, coaches, officials, volunteers, spectators or parents/guardians or members. Any such situations that arise will be dealt with promptly and with the Club's Code of Ethics & Behaviour in mind.

Implementation

A copy of this policy is available to all members on the Club's website 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 alongside those individuals or organisations that are prepared to demonstrate the principles and practice of equity as laid out in this document.

Positive Action

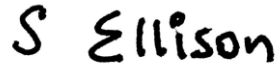
The Club may take positive action or introduce special measures for a group that is currently under-represented in its membership or representative bodies.

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 that reads "S Ellison". The "S" is large and stylized, followed by "Ellison" in a cursive script.

Steve Ellison

Chair

Dated: 13 Feb 2020