



Golborne Hockey Club

Equality Policy

July 2014

1. Policy Objectives

- 1.1 Golborne Hockey Club (GHC) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no role holders, volunteers, consultants, members within its jurisdiction are unlawfully discriminated against because 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 (together the "Protected Characteristics").
- 1.2 GHC aims to ensure that there will be open access to all those who wish to participate in any aspects of hockey activities and those people are treated fairly, equally and with respect.
- 1.3 In addition GHC recognises that we live in a diverse society and will endeavour to ensure that all people are given the same opportunities regardless of their socio-economic backgrounds.
- 1.4 Internally, GHC is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. Equality will also be promoted in conjunction with England Hockey's Behaviour and Values.
- 1.5 GHC encourages other people to adopt and/or demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.
- 1.6 The policy sits alongside all other GHC policies and regulations including but not limited to the adherence of England Hockey's 'Respect' Code of Ethics and Behaviour and adherence will be managed through the "Respect" Code of Ethics and Behaviour.

2. Purpose of the Policy

- 2.1. This Policy has been produced in accordance with England Hockey to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against people that may preclude them from participating fully in any aspect of hockey.
- 2.2. Equality is about respecting people's individuality. In doing so GHC recognises that this Policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.



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3. Legal Requirements

3.1. GHC is required by law not to unlawfully discriminate against its members and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to England Hockey.

3.2. GHC will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, Harassment and Victimisation

4.1 GHC recognises the following as being unacceptable:

4.1.1 Unlawful discrimination which can take the following forms:

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

Indirect Discrimination: applying a provision, criterion or practice 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.

4.1.2 Harassment: 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. GHC is committed to ensuring that its members are able to conduct their activities free from harassment.

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

4.1.4 Victimisation: 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).



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4.1.5 GHC regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against members will be taken seriously and appropriate measures, which may including disciplinary action being brought against any member who unlawfully discriminates against, harasses, bullies or victimises any other person.

5. Reasonable Adjustments

5.1. When any decision regarding reasonable adjustments is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

5.2. GHC recognises that it has a duty to make reasonable adjustments for disabled persons. GHC will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members to implement any adjustments that will enable them to participate more fully in hockey related activities. In addition, when acting as a service provider, GHC has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services.

6. Transgender Athletes

GHC considers that hockey is a gender affected sport under the Equality Act 2010 and refers any transgender athletes to England Hockey's policy relating to participation by transgender persons.

7. Responsibility, Implementation and Communication

7.1. The following responsibilities will apply:

7.1.1. The GHC committee is responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately. The Chairman has the overall responsibility for the implementation of the Equality Policy although this will be managed by the Club Welfare Officers.

7.1.2. A member of the Committee will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Committee meetings when appropriate and that the Committee takes equality issues into consideration when making decisions.

7.1.4. The Welfare Officers will have the overall day-to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it.



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7.1.5. All members have responsibilities to respect, follow and promote the spirit and intentions of this Equality Policy. Individual work programmes for GHC members will be amended to include equality related tasks where appropriate.

7.2. This Equality Policy will be implemented as follows:

7.2.1. GHC will regularly review its practices to ensure continuing compliance with relevant legislation, and where possible good practice.

7.2.2. No applicant for any post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the role or which constitute unlawful discrimination.

7.2.3. All members will be required to adhere to this policy.

7.3. This Equality Policy will be communicated in the following ways:

7.3.1. The Policy will be included along with any Welcome Pack.

7.3.2. A copy of this Equality Policy will be publicly available on the GHC website and copies in other formats will also be available from GHC Committee members.

7.3.3. GHC will promote continuing professional development for all members and volunteers to support equal opportunities within the organisation and, where appropriate, equipment or training.

8. Commitment to Action

8.1. GHC recognises that, in some cases, to further the principle of equality, an unequal distribution of resource is required. If appropriate, and proportionate, GHC may take positive action or introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of members.

8.2. England Hockey is committed to providing appropriate training.

9. Monitoring and Evaluation

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

9.2. This Equality Policy will remain in force until it is amended, replaced or withdrawn.



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10. Disciplinary and Grievance Procedures

- 10.1. To safeguard individual rights under this Equality Policy, any member who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure, the Disrepute Regulations as part of the England Hockey 'Respect' Code of Ethics and Behaviour.
- 10.2. Appropriate disciplinary action will be taken against any GHC member who violates this Equality Policy under the England Hockey Disrepute Regulations as part of the England Hockey 'Respect' Code of Ethics and Behaviour.
- 10.3. An individual raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.
- 10.4. As with all disciplinary and grievance procedures, the final point of appeal relating to this policy is through a separate appeals committee.