



Equality Policy

Aldershot and Farnham HC



ENGLAND
HOCKEY

Policy no AFHC EP2021

Statement of Intent

Aldershot and Farnham HC is committed to the principles of equality of opportunity. Aldershot and Farnham HC aims to ensure that all people, irrespective of any of the protected characteristics identified under the Equality Act, including age, disability, sex, pregnancy and maternity, marriage and civil partnership, race (including ethnic origin, nationality and colour), religion or belief, gender reassignment, sex and sexual orientation are able to participate in hockey at all levels and in all roles. This includes all members and spectators.

Purpose of the Policy

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

Aldershot and Farnham HC shall:

- Ensure that there will be open access to all its services
- Eliminate prejudice against any group by removing barriers
- Recognise that we live in a diverse society and will endeavour to ensure that all stakeholders are given the same opportunities regardless of their socio-economic background.
- Select and train all members of Aldershot and Farnham HC solely on the basis of merit & ability and by adapting facilities and equipment where necessary and reasonably possible
- Communicate to all members its commitment to equal opportunities
- 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 policy sits alongside all other EH policies and regulations including but not limited to the 'Respect' Code of Ethics and Behaviour and adherence will be managed through the "Respect" Code of Ethics and Behaviour.

- Aldershot and Farnham HC recognises its legal obligations and will take account of:

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- Equality Act 2010
- Rehabilitation of Offenders 1974 (and Exemptions Order 1975)
- Human Rights Act 1998
- Children and Families Act 2014
- Data Protection Act 1998
- Any later amendments to the above acts/regulations, or future acts/regulations that are relevant to Aldershot & Farnham Hockey Club

Definitions

- **Equality in Sport**
This is about fairness, equality of access, recognising inequalities and taking steps to address them. It is about evolving the culture of hockey to ensure that it is equally accessible to all members of society.
- **Sports Equality**
This is about an individuals and organisations responsibility to challenge discriminatory practice and promote inclusion.
- **Direct Discrimination**
Direct Discrimination is defined as treating a person less favourably than others would be treated in the same circumstances because of a protected characteristic
- **Indirect Discrimination**
Indirect discrimination is when there's a practice, policy or rule which applies to everyone in the same way, but it has a worse effect on people with a protected characteristic.
- **Bullying**
The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- **Being Equal**
Treating individuals equally is not necessarily the equivalent of treating them the same. In some cases the need for equality may require unequal effort to ensure the principal is achieved.
- **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

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for the recipient, or any other individual affected by such conduct. EH is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

- **Victimisation**

This 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 AFHC under one of the relevant acts/regulations or provided information about inappropriate behaviour; harassment or discrimination.

Transgender athletes

AFHC adopts EH's position that hockey is a gender affected sport under the Equality Act 2010 and refers any transgender athletes to its policy relating to participation by transgender persons. This can be found here:

<https://www.englishockey.co.uk/governance/equality-diversity-inclusion/equality-diversity-and-inclusion-updates>

Conduct

Aldershot and Farnham HC regards discrimination, harassment, bullying or victimisation as outlined above as gross misconduct and any member of Aldershot and Farnham HC who so discriminates against any other person shall be liable to appropriate disciplinary action.

Implementation

- A copy of the policy shall be available to all members of Aldershot and Farnham HC through the club website www.afhockey.com and policies will be identified as being available on all membership forms. All these persons shall respect, 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
- Aldershot and Farnham HC shall be committed to working only alongside those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document
- The Welfare Officer, reporting to the Committee, 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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- All Stakeholders have responsibilities to respect, follow and promote the spirit and intentions of this Equality Policy.
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- No applicant for any post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.

Positive action

Aldershot and Farnham HC may take positive action or introduce special measures for a group that is currently under-represented in its membership or representative bodies.

Monitoring & evaluation

- Aldershot and Farnham HC shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform members of their impact.
- The Equality Policy will remain in force until it is amended, replaced or withdrawn
- The Club Chairman shall have overall responsibility for the implementation of the equity policy with the support of the Club Committee.
- Through this policy Aldershot & Farnham HC also commit to working in line with the England Hockey Equality Statement – with England Hockey Policies being formally reviewed and adopted annually at the first committee of each season.

Disciplinary and Grievance Procedure

- To safeguard individual rights under this Equality Policy, any stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure, either the employee Grievance Procedure or the Disrepute Regulations as part of the 'Respect' Code of Ethics and Behaviour
- An individual raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.

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