

## EQUALITY POLICY OF EAST LONDON HOCKEY CLUB

1. East London Hockey Club (“the Club”) has adopted the principles of England Hockey’s Equality Policy (“the Policy”).
2. The Club is fully committed to the principles of equality of opportunity and is responsible for ensuring that no members, people attending or wishing to attend hockey training, office holders, volunteers or candidates for membership or for any paid or unpaid post (together called “the Stakeholders”) 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 referred to below as the Protected Characteristics).
3. Equality of opportunity is about 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 that the principle is achieved.
4. The Club is also committed to the principles and practice of equality as set out in the Policy.
5. Equality in sport is about fairness, equality of access, recognising inequalities and taking steps to address them. For the Club it is about evolving the culture and structure of hockey on offer to ensure that it becomes equally accessible to all members of society in and around East London, whatever their age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation. Equality is about respecting peoples’ individuality.
6. The Club recognises that in some cases, to further the principle of equality, an unequal distribution of resources is required. If appropriate and proportionate, it may take positive action or introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within the Stakeholders.
7. The Club aims to ensure that there will be open access to all those who wish to participate in any aspects of hockey activities and that those Stakeholders are treated fairly, equally and with respect.

8. The Club recognises 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 backgrounds, sex or gender.
9. The Club is fully committed to the elimination of unlawful and unfair discrimination and values the differences that diverse Stakeholders bring to the Club.
10. The Club recognises that it may not unlawfully discriminate against the Stakeholders and will abide by the Equality Act 2010 (“the Act”) as amended from time to time and any later equality-related legislation (“the equality legislation”).
11. The Club recognises the following as being unacceptable:
  - 11.1 Unlawful discrimination:
    - 11.1.1 direct, treating someone less favourably than you would treat others because of a Protected Characteristic, or
    - 11.1.2 indirect, applying a provision, criterion or practice which on the face of it applies equally 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.
  - 11.2 Harassment: unwanted conduct relating to a Protected Characteristic or unwanted conduct of a sexual nature, for the purpose or having the 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 the conduct.
  - 11.3 Bullying: misuse of power or position to criticise persistently or humiliate or undermine an individual’s confidence
  - 11.4 Victimisation: subjecting someone to a detriment for having taken an action in good faith under the equality legislation, whether by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the equality legislation, or by doing anything else for the purpose of or in connection with the equality legislation
12. The Club is committed to ensuring that its Stakeholders can conduct their activities free from harassment. It regards discrimination, harassment, bullying and victimisation as serious misconduct. All complaints against

Stakeholders will be taken seriously and appropriate measures will be taken against perpetrators, which may include suspension under the Club's Child Protection Policy and disciplinary action under the Club's Constitution.

13. The Club recognises that it is under a duty to make reasonable adjustments for disabled Stakeholders under the Act. This can arise in 3 ways:

13.1 Where a provision, criterion or practice of the Club's puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, or

13.2 Where a physical feature puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled,

the Club has a duty to take such steps as it is reasonable to have to take to avoid the disadvantage

13.3 Where a disabled person would, but for the provision of an auxiliary aid, be put at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, the Club has a duty to take such steps as it is reasonable to have to take to provide the auxiliary aid.

14. The Club will consider all requests for reasonable adjustments for disabled persons, will where possible accommodate reasonable requests, and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in hockey related activities. The Club as a service provider has a duty to think ahead and address any barriers that may impede disabled people from accessing its services.

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

16. Hockey is a gender-affected activity under the Act. The Club will ONLY comply with England Hockey's (EH) with Transgender policy for any associated leagues that they organise or oversee such as league hockey and EH Knockout competitions.

The club will not follow EH policy for the following areas:

- 16.1 Any friendly fixture or tournament for either a single gendered or

mixed team either organised by ELHC or another club.

16.2 Any tour that ELHC participates in either in the UK or abroad.

17. The Club's Executive Committee is responsible for ensuring that the Policy and this Policy are implemented, followed and enforced and for dealing appropriately with any breaches. The club captains have the overall responsibility of considering implementation in relation to all the Executive Committee's decisions being made in relation to the Club's activities.

18. All the Stakeholders have responsibilities to respect, follow and promote the spirit and intentions of the Policy.

19. No applicant or candidate for any paid or unpaid position with the Club will be placed at a disadvantage by requirements or conditions which are unnecessary to the performance of the position or which constitute unlawful discrimination.

20. A copy of this Policy will be posted on the Club's website.

Adopted by the Executive Committee on behalf of East London Hockey Club on  
TBC

