Equality Policy
Alton Hockey Club

Statement of Intention

Alton Hockey Club is committed to the principles of equality. Alton Hockey Club aims to ensure that all people, irrespective of any of the protected characteristics identified under the Equality Act, including age, gender reassignment, disability, race, religion or belief, sex and sexual orientation have a genuine and equal opportunity 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 introduced to identify and eradicate barriers, and to tackle/prevent discrimination or other unfair, unjustifiable treatment. This covers all acts, whether intentional or unintentional, direct or indirect, which may preclude some people participating fully in hockey.

Alton Hockey Club shall:

- Ensure that there will be open access to all its services and that stakeholders are treated fairly, equally and with respect.
- Recognise that we live in a diverse society and ensure all people are afforded the same opportunities within The Club.
- Select and train all members of Alton Hockey Club 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 and enacted with discretion
- 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 EH
- Alton Hockey Club recognises its legal obligations and will take account of:
  - 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 Alton 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 individual's and an organisation's 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

- **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 principle is achieved.
- **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 some people than others. The Equality Act says it puts you at a particular disadvantage.
- **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.
- **Victimisation**
  This is defined as when someone is treated less favourably than others because they, acting in good faith, have made an earlier complaint of unlawful discrimination against or to Alton Hockey Club under one of the relevant acts/regulations or provided information about inappropriate behaviour; harassment or discrimination.

Conduct

Alton Hockey Club regards discrimination and harassment as outlined above as gross misconduct and any member of Alton Hockey Club 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 Alton Hockey Club through the club website www.altonhockeyclub.co.uk 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

- Alton Hockey Club 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

Positive action

Alton Hockey 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

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

- The Club Chair shall have overall responsibility for the implementation of the equality policy with the support of the Club Committee.

- Through this policy Alton Hockey Club 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.