

Spencer Lynx Equality Policy

1. Policy Objectives

1.1 Spencer Lynx (SL) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employees, job applicants, office holders, volunteers, contractors, consultants, members within its jurisdiction (together "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 the "Protected Characteristics").

1.2 SL aims to ensure that there will be open access to all those who wish to participate in any aspects of hockey activities and those Stakeholders are treated fairly, equally and with respect.

1.3 In addition SL 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.

1.4 Internally, SL is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation.

1.5 The policy sits alongside all other SL policies, procedures, codes of conduct, and regulations.

2. Purpose of the Policy

2.1. This Policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in any aspect of hockey.

2.2. Equality is about respecting people's individuality. In doing so SL 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.

3. Legal Requirements

3.1. SL is required by law not to unlawfully discriminate against its Stakeholders 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 SL.

4. Discrimination, Harassment and Victimisation

4.1 SL 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. SL is committed to ensuring that its Stakeholders 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).

4.1.5 SL regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against Stakeholders will be taken seriously and appropriate measures, which may including disciplinary action being brought against any Stakeholder 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. SL recognises that it has a duty to make reasonable adjustments for disabled persons. SL will consider all requests for adjustments and where possible will 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. In addition, when acting as a service provider, SL has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services.

6. Transgender Athletes

6.1 SL considers 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.

7. Responsibility, Implementation and Communication

7.1. The following responsibilities will apply:

7.1.1. The Trustees of SL are responsible for ensuring that this Equality Policy is implemented, followed and reviewed when appropriate. The SL Trustees are also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

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

7.2. This Equality Policy will be implemented as follows:

7.2.1. No applicant for any post (including job applicants, consultant advisers and suppliers) 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.

7.2.3. All Stakeholders will be required to adhere to this policy. Partner organisations to SL will be required to abide by the principles of this Equality Policy.

7.3. A copy of this Equality Policy will be publicly available **on the SL website** and copies in other formats will also be available from the SL Trustees, who may be contacted via spencerlynxhockey@gmail.com.

8. Monitoring and Evaluation

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

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

9. Disciplinary and Grievance Procedures

9.1. 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 with the SL Trustees.

9.2. Appropriate disciplinary action will be taken against any Stakeholder who violates this Equality Policy.

9.3. An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.

10.0 Definitions

10.1 Within this policy and all future terminology SL will use the following definitions:

10.1.1. Equality in sport is about fairness, equality of access, recognising inequalities and taking steps to address them. It is about evolving the culture and structure of hockey to ensure that it becomes equally accessible to all members of society, whatever their age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation.

10.1.2. Sports Equality is about an individual's and organisation's responsibility to challenge discriminatory practice and promote inclusion.

10.1.3. Equal Opportunities is the policy of treating employees and others without discrimination relating to the Protected Characteristics. The Spencer Lynx Equal Opportunities Policy sits alongside and should be read together with this policy.

10.1.4. 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 the principle is achieved.

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