

Club Equality Policy: Hillhead Hockey Club



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1. Policy Objectives

1.1 Hillhead Hockey Club subscribes to the principles of equality of opportunity and aims to ensure that anyone participating at our club is able to do so in a discrimination-free environment.

1.2 The Equality Policy is based on the following fundamental principles, which Hillhead Hockey Club aims to uphold:

- 1.2.1 All persons must respect the rights, dignity and worth of every human being and their right to self determination.
- 1.2.2 All members, volunteers, and coaches are entitled to be treated fairly regardless of gender, LGBT+ identity, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio-economic background.
- 1.2.3 Equality must permeate throughout all of our club plans, procedures and activity.
- 1.2.4 All participants should be afforded equal opportunity to access services as far as possible.
- 1.2.5 In some cases, positive action may be required to address past inequalities or under-representation.
- 1.2.6 It is everyone's responsibility to ensure that no form of discrimination is tolerated in our club.
- 1.2.7 Any individual who believes they have received unfavourable treatment within the scope of the policy should raise their concern in line with our club's Procedures.
- 1.2.8 No individual (and/or their family) who raises a concern in good faith, or those who support another person to raise a concern should be treated unfairly as a result of raising the concern.

2. Purpose of the Policy

2.1 The Equality Policy has been designed to ensure that no volunteer, member, potential member, coach, or official is unlawfully discriminated against or receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together these are known as the 'Protected Characteristics' under the Equality Act 2010).

2.2 Hillhead Hockey Club recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may have been denied opportunity to access or participate fully in sport in the past. This Policy has been produced to try to ensure that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve equality, Hillhead

Hockey Club recognises that in some instances, unequal distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in Hockey. Hillhead Hockey Club supports the need for positive action to alleviate any barriers to participation.

2.3 Equality is about respecting people's' individuality. In doing this, Hillhead Hockey Club recognises that its 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. Responsibilities of Hillhead Hockey Club

3.1 Hillhead Hockey Club strives to ensure that our club is free from discrimination. We endeavour to promote the highest standards and will:

- 3.1.1 Provide and implement a policy to protect participants from discrimination.
- 3.1.2 Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
- 3.1.3 Adopt good practice in recruitment, training and supervision of all employees and volunteers.
- 3.1.4 Comply with the requirements of all Scottish Hockey policies, in regards to to Equality and Diversity.
- 3.1.5 Respond to all concerns, and implement the appropriate remedial procedures where necessary.

3.2 Hillhead Hockey Club will work to ensure that inequality is avoided:

- 3.2.1 When selecting, recruiting and training individuals.
- 3.2.2 In the monitoring of practices, procedures and data relating to the operations and activities of the club.
- 3.2.3 In the preparation and distribution of all materials and publications.
- 3.2.4 By the relaxation of any conventional rules which serve to inhibit the participation of people with special needs or disabilities. Any relaxation of club rules will only be carried out for the purpose above where it is safe to do so and does not have a detrimental effect on the club's activity.

4. Responsibilities of club members

4.1 Every club member is required to assist in ensuring that the Hillhead Hockey Club meets its commitment to ensure inclusion, diversity, and equality, and avoids unlawful discrimination.

5. Legal requirements

5.1 Hillhead Hockey Club recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation.

5.2 It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

5.3 Hillhead Hockey Club recognises that the following is unacceptable:

“Discrimination, Harassment, Bullying and Victimisation”

5.4 Unlawful discrimination, which can take the following forms:

5.4.1 *Direct Discrimination*: - treating someone less favourably than another person because of a Protected Characteristic.

5.4.2 *Indirect Discrimination*: - an action, rule, or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

5.4.3 *Associative Discrimination*: – direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

5.4.4 *Discrimination by perception*: – direct discrimination against someone because others think they possess a particular Protected Characteristic.

5.4.5 *Discrimination arising from disability*: – someone is treated unfavourably because of something connected with their disability.

5.4.6 *Bullying*: – offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.

5.4.7 *Harassment*: - unwanted or offensive conduct directed at oneself or another person.

5.4.8 *Harassment by a third party*: – the club is potentially liable for harassment of their staff by people not employed by them.

5.4.9 *Victimisation*: - treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

5.5 Hillhead Hockey Club regards acts of discrimination, bullying, harassment or victimisation as serious issues. Staff, volunteers, or members who are found to have discriminated against, harassed, bullied or victimised any other person, will be dealt with appropriately, as per the clubs procedures.

“Reasonable Adjustments”

5.6 Hillhead Hockey Club recognises it has a duty, and is committed to making reasonable adjustments for disabled people.

5.7 Hillhead Hockey Club’s duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to use services.

5.8 Hillhead Hockey Club, when acting as a service provider, has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.

6. Monitoring and Evaluation

6.1 The Hillhead Hockey Club Equality Policy will be regularly monitored and will be updated where necessary, in the following situations: -

- 6.1.1 As a result of any changes in legislation.
- 6.1.2 As a result of any changes in governance of the sport.
- 6.1.3 Following a procedural review as a result of a significant case.

Scottish Hockey's Policy and Procedures for Trans or Transgender Hockey Players can be found here:

https://www.scottish-hockey.org.uk/governance/policies/sh-trans-players-policy-2017_/

This policy has been adopted by Hillhead Hockey Club by unanimous decision of the club committee.

President: *Hillhead Hockey Club Committee*

Signed: Hillhead Hockey Club Committee

Date: 15th March 2019

