



Great Britain Hockey Ltd – Equality Policy

1. Policy Objectives

- 1.1 Great Britain Hockey Ltd (GBHL) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no applicants for volunteer positions, office holders, volunteers, consultants, members within its jurisdiction (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender or gender reassignment, marriage and/or civil partnership, pregnancy and/or maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and/or sexual orientation, political persuasion (together the "Protected Characteristics").
- 1.2 GBHL aims to ensure that there will be open access to all those who wish to participate in the hockey governance activities of GBHL and those Stakeholders are treated fairly, equally and with respect.
- 1.3 In addition GBHL 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 GBHL encourages all Stakeholders, including affiliated associations, to adopt and/or demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

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 the hockey governance activities of GBHL .
- 2.2. Equality is about respecting people's individuality. In doing so GBHL 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. GBHL 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 GBHL.
- 3.2. GBHL will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, Harassment and Victimisation

4.1 GBHL 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. GBHL 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 GBHL 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 include 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. GBHL recognises that it has a duty to make reasonable adjustments for disabled persons. GBHL 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 the hockey governance activities of GBHL. In addition, when acting as a service provider, GBHL has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services.

6. Responsibility, Implementation and Communication

6.1. The following responsibilities will apply:

6.1.1. The Board of GBHL is responsible for ensuring that this Equality Policy is implemented, followed and reviewed when appropriate. The GBHL board is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately. The President has the overall responsibility for the implementation of the Equality Policy although this will be managed by the Chief Operating Officer.

6.1.2. The Company Secretary to the Board will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into consideration when making decisions.

6.2. This Equality Policy will be implemented as follows:

6.2.1. No applicant for any post (including consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance required of the post or which constitute unlawful discrimination.

6.2.2. All Stakeholders will be required to adhere to this policy. Partner organisations to GBHL will be required to abide by the principles of this Equality Policy and it will be referred to in any service level agreements or contracts issued by GBHL.

6.3. This Equality Policy will be communicated in the following ways:

6.3.1. A copy of this Equality Policy will be publicly available on the GBHL website and copies in other formats will also be available from the Nominated Country's Head Office. All Stakeholders will be made aware of the Policy and will be responsible for disseminating to their members when they join;

6.3.2. GBHL will promote continuing professional development for all Board members to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, adapted conditions, equipment or training.

7. Monitoring and Evaluation

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

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

8. Disciplinary and Grievance Procedures

- 8.1. 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 through the applicable Grievance Procedure.
- 8.2. Appropriate disciplinary action will be taken against any GBHL Stakeholder who violates this Equality Policy under the Disciplinary Procedure.
- 8.3. A Stakeholder raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.
- 8.4. As with all disciplinary and grievance procedures, the final point of appeal relating to this policy is the Board appeals committee.

Definitions

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

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.

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

Equal Opportunities is the policy of treating employees and others without discrimination relating to the Protected Characteristic

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.

The Equality Standards are owned by the 5 Sports Councils through the Sports Councils Equality Group (SCEG)