

Equality, Diversity and Inclusion Policy

1 Introduction

- 1.1 England Hockey is dedicated to upholding the principles of equality, diversity and inclusion while actively promoting inclusivity across all areas of its work. England Hockey are committed to ensuring that no job applicant, employee, member, or volunteer faces discrimination based on any protected characteristic. These characteristics include disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender), and age.
- 1.2 England Hockey's commitment extends to providing open access to anyone who wishes to participate in hockey, ensuring fair and equitable treatment for all. England Hockey's active promotion of equality of opportunity reflects our goal of going beyond participation in hockey. England Hockey aim to embrace and celebrate diversity, fostering a culture of inclusion and mutual respect throughout the sport.

2 Purpose

- 2.1 This policy aims to promote psychological safety at work, and supports our ED&I Framework outcomes:
 - 2.1.1 To reflect society and ensure that hockey remains relevant in the 21st Century
 - 2.1.2 To ensure safe, respectful, inclusive cultures valuing and welcoming everyone
 - 2.1.3 To create access for anyone from any background to participate in hockey
 - 2.1.4 Ensure the reputation of hockey is regarded as excellent in its commitment to Equality, Diversity and Inclusion.
- 2.2 This policy applies to all stakeholders which includes all of our employees, contractors, consultants, temporary workers, volunteers, secondees to or from the organisation, job applicants, coaches, trustees/board members, members, participants, and any other individuals personally providing services to the organisation.
- 2.3 England Hockey expect all stakeholders to commit to creating an inclusive culture and environment, and to comply with the requirements of the Equality Act 2010.



- 2.4 Our definitions of Equality, Equity, Diversity and Inclusion:
- 2.4.1 Equality is our overarching ambition. It means that we want to provide opportunities for everyone to take part in our sport. We must ensure everyone is valued, respected and supported to take part in our sport.
- 2.4.2 Equity is the way we tackle inequalities, and the barriers people face to help create equality. Adjusting how we organise and run hockey so that everyone has an equal opportunity to take part.
- 2.4.3 Diversity is the act of including and involving many people from different backgrounds. It recognises the benefits of different values, abilities and perspectives. Usually, it is used in the context of the nine protected characteristics of the Equality Act 2010 but can also include status, economics, geographical location, education, mental health, wellbeing and other social factors.
- 2.4.4 Inclusion is the practice of ensuring that everyone feels welcome and that their voices are heard and acknowledged.
- 2.5 England Hockey are committed to the Equality Act 2010, meaning that we do not tolerate discrimination, harassment and victimisation based on protected characteristics.

3 Review

- 3.1 This policy will be reviewed every three (3) years or in line with relevant legislative changes, whichever is sooner.

4 Legal Requirements

- 4.1 England Hockey is required by law not to discriminate against its employees or members in the provision of its services and recognises its legal obligations under the relevant acts or legislation.
- 4.1.1 Equal Pay Act 1970
- 4.1.2 Rehabilitation of Offenders Act 1974
- 4.1.3 Sex Discrimination Act 1975. 1986 & 1999
- 4.1.4 Race Relations Act 1976 and the Race Relations Amendment Act 2000
- 4.1.5 Disability Discrimination Act 1995
- 4.1.6 Human Rights Act 1998
- 4.1.7 Children Act 1998
- 4.1.8 Employment Equality (Sexual Orientation) Regulations 2003
- 4.1.9 Employment Equality (Religion and Belief) Regulations 2003
- 4.1.10 Gender Recognition Act 2004
- 4.1.11 Civil Partnership Act 2004
- 4.1.12 Employment Equality (Age) Regulations 2003



5 Discrimination, Harassment, Bullying and Victimisation

5.1 The Equality Act 2010 defines unlawful behaviour as the following:

5.1.1 Direct Discrimination: this means treating someone 'less favourably' than someone else because of their protected characteristic(s), including those of someone they are associated with (discrimination by association) or a protected characteristic they are perceived to have (discrimination by perception).

5.1.2 Indirect Discrimination: is when a working practice, policy or rule is the same for everyone but has a negative impact on a group of people who share a protected characteristic. An individual belonging to this disadvantaged group has been indirectly discriminated against.

5.1.3 Harassment: is unwanted behaviour related to a relevant protected characteristic that has violated a person's dignity or created an intimidating, hostile, degrading, humiliating or offensive environment.

5.1.4 Bullying: is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual's confidence.

5.1.5 Victimisation: Victimisation is when someone is treated less favourably because of being involved with a discrimination or harassment complaint.

6 Responsibilities

6.1 We are all responsible for ensuring England Hockey is an inclusive and welcoming organisation. This includes attending learning and development sessions around equality, diversity and inclusion (ED&I) that are provided at England Hockey to help support understanding of how this relates to your role and the wider organisation.

6.2 England Hockey wants all stakeholders to be accountable for ED&I to ensure they do not breach the terms of this policy or the Equality Act 2010.

6.3 In addition to personal accountability:

6.4 The CEO is responsible for the following;

6.4.1 Reviewing, endorsing, and achieving the policy aims,

6.4.2 Leading by example with their behaviours and practices.

6.5 The Board of Directors, Executive Committee and Senior Management Team are responsible for the following;

6.5.1 Being accountable for the implementation and awareness of the policy and its aim, and leading by example with their behaviours and practices.

6.6 The Head of People is responsible for the following;

6.6.1 Administering the policy on behalf of the CEO and developing people strategies and plans that align with the policy objectives,

6.6.2 Leading by example with their behaviours and practices,



- 6.6.3 Keeping all related processes and procedures under review and monitoring employment practices,
 - 6.6.4 Providing relevant advice to all employees and supporting managers in championing inclusion.
- 6.7 Line managers are responsible for the following;
- 6.7.1 Implementing and upholding the processes and procedures,
 - 6.7.2 Ensuring that their people are aware of their responsibilities and receive,
 - 6.7.3 Appropriate training and information,
 - 6.7.4 Addressing any inappropriate behaviour,
 - 6.7.5 Leading by example with their behaviours and practices.
- 6.8 Employees, contractors, consultants and senior volunteers deployed by England Hockey are responsible for the following;
- 6.8.1 Carrying out their work in line with this policy, always demonstrating inclusive behaviours,
 - 6.8.2 Respecting the rights of all people to work in an environment that is free from prejudice and discrimination,
 - 6.8.3 Challenging and reporting any behaviour that falls short of the expectations of this policy.
- 6.9 Equality Diversity and Inclusion Advisory Group;
- 6.9.1 Monitor progress towards the Diversity & Inclusion Action Plan (DIAP), our ED&I Framework and any data related to achieving its aims, as well as progress towards ensuring this policy is adhered to. This may include ensuring all stakeholders are familiar with the policy and monitoring / understanding any breaches;
 - 6.9.2 If necessary, act to advise and support the organisation with follow up actions.

7 Commitment to inclusion and accessibility

- 7.1 We are committed to being an inclusive and accessible sport and an organisation where people feel psychologically safe to request and discuss reasonable adjustments. We will listen to individuals' requirements and work together to find practicable adjustments that will ensure accessibility within the terms of the Equality Act 2010.
- 7.2 The ED&I Framework and DIAP outlines how we will support the game to be more inclusive and accessible.

8 Positive Action

- 8.1 We will use positive action to support our aim to be more inclusive and representative of the population where we can demonstrate underrepresentation within our stakeholder group, organisation, wider sport and talent and high-performance pathways.



- 8.2 Positive action means voluntary actions an organisation could take to address any imbalance of opportunity or disadvantage that an individual or individuals with one or more protected characteristics could face.
- 8.2 The Equality Act 2010 allows us to 'take action to compensate for disadvantages that it reasonably believes are faced by people who share a particular protected characteristic'.
- 8.3 Our ED&I Advisory Group has identified underrepresentation, and we are working towards addressing this through our Framework and DIAP.

9 Monitoring and Evaluation

- 9.1 In England Hockey's ED&I Framework and DIAP we are committed to identifying and resolving gaps in our data, improving the range of data we collect, and acting on the insight and data we surface. Any information collected will be stored in line with the Data Protection Act 2018 (GDPR). England Hockey wants to ensure that hockey is reflective of the communities that we seek to serve. For this reason, we encourage stakeholders to share their data if they feel comfortable doing so as it can enable us to identify gaps and develop targeted initiatives to increased diversity within hockey.
- 9.2 The ED&I Framework, created to ensure the objectives of this policy are delivered, will be reviewed by the Finance and Operations directorate when required, but in any event not less than once every three (3) years.
- 9.3 On an annual basis, statistical and, if appropriate qualitative, information will be collected, and a report will be produced by the Finance and Administration Director for the Board. Once approved by the Board the report will be published internally and externally (with due regard the sensitivity of the information), to show the impact of this policy, the implementation of the ED&I Framework and progress towards achieving the Equality Standards.

10 Disciplinary and Grievance Procedures

- 10.1 England Hockey is committed to the principle outlined in this policy, if you have experienced discrimination, harassment, bullying or victimisation, you can raise the matter through our Complaints Procedure or via the Misconduct or Safeguarding processes. All reports will be treated in confidence and investigated appropriately.
- 10.2 Serious cases of discrimination by an employee or contractor may amount to gross misconduct resulting in dismissal.
- 10.3 An individual raising a grievance against an employee will not be penalised for doing so unless made in bad faith.

11 Other EH policies and procedures for staff

- 11.1 Disciplinary Procedure
- 11.2 Grievance Procedure (Disrepute Resolution)
- 11.3 Personal Harassment Procedure
- 11.4 For members (available from EH website and on request)
- 11.5 Spirit of Hockey – Code of Conduct and associated Misconduct Regulations



11.6 Transgender and Non-Binary Participation Policy

11.7 Pregnancy Policy

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