



HOCKEY WALES
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EQUITY POLICY

2020

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FOREWORD

Hockey Wales' Strategic Intent focusses on Delivering World Class Hockey Experiences through five themes:

- 1** Continuously engage with current and potential members
- 2** Develop partnerships to increase our capacity to promote, grow and deliver hockey
- 3** Create thriving environments to ensure positive experiences
- 4** Help people achieve their potential
- 5** Create opportunities to participate for all

In order to fully commit to delivering on the outcomes embedded within these themes, the equity of opportunities and experiences will always be at the forefront of business, development and performance decisions.

In 2012 Hockey Wales demonstrated its commitment to equity by signing up to the Equality Standard for Sport and achieved the first of 4 levels – the foundation level, it is this standard and framework which will help guide and support the embedding of equitable processes within our organisation. Since 2012, Hockey Wales continued progression through the Equality Standard and in June 2017 achieved Intermediate Equality Standard. Before advancing to the next stages, as a form of good practice Hockey Wales are reviewing the standards at Intermediate level to ensure embedment of this is carried out across the whole organisation.

Hockey Wales not only promotes, supports, and develops its equitable practices for its members and potential members but also promotes equity internally for staff and board members and prides itself on being an equitable opportunity employer.





1.1 POLICY STATEMENT

HOCKEY WALES endorses the principle of sports equity and will strive to ensure that everyone who wishes to be involved in hockey, whether as members, participants, volunteers, coaches, officials, or those within Hockey Wales:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, colour, socioeconomic status, choice of first language or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment, or abuse.

To define the distinction the Hockey Wales differentiates between the principles of Equality, Equity and Equal Opportunity:

Equality is the principle of individuals having the same things; that things are fair, and that individuals are not disadvantaged. Hockey Wales considers the point at which equality is achieved as being the result of **Equity**, and providing **Equal Opportunity**.

Equity therefore is the process of attaining equality in which positive action is taken to provide opportunities to people who may not otherwise have had access to them. Equity is ultimately about understanding and providing *what people need* in order to enable meaningful opportunity and access to physical activity, including sport, physical education and leisure. This may require treating individuals differently, based on need, provision or responses; and will never be about treating everyone 'the same'.

Equal Opportunity is the commitment to treat all employees and potential employees fairly, and not to discriminate against them based on any of the protected characteristics identified under the Equity policy statement.

Hockey Wales therefore use an Equity Policy, which should result in equality to all individuals who are engaged or seek to engage with the Hockey Wales and its services.

1.2 LEGAL OBLIGATIONS

HOCKEY WALES is committed to avoid and eliminate unfair discrimination of any kind in Hockey, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

HOCKEY WALES is required by law not to discriminate against its employees and recognises its legal obligations under, and will abide by the requirements of, the following:

- Equal Pay Act 1970
- Sex Discrimination Act 1975, 1986 and 1999
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Racial and Religious Hatred Act 2006
- Disability Discrimination Act 1995
- Disability Discrimination Amendment Act 2005
- Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996
- Work Time Regulations 1998
- National Minimum Wage Act 1998
- Employment Act 2002 (Flexible Working Regulations)
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Protection from Harassment Act 1997
- Human Rights Act 1998
- The Equality Act 2010
- Social Services and Well-being (Wales) Act 2014

HOCKEY WALES will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislative requirements.



1.3 POSITIVE ACTION

The principle of Sports Equity goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Hockey Wales will therefore seek to institute, support, or contribute to appropriate measures or initiatives that enable access to Hockey and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

1.4 IMPLEMENTATION

The following steps will be taken to publicize this policy and promote sports equality in Hockey: -

- A copy of this document will be published on the Hockey Wales website (www.hockeywales.org.uk)
- The Hockey Wales Chair will take overall responsibility for ensuring that the policy is observed.
- The **Hockey Wales Board** will take full account of the policy in arriving at all decisions in relation to activities of the Hockey Wales.
- Hockey Wales will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in Hockey and will take account of the findings in developing measures to promote and enhance sports equality in Hockey.
- Hockey Wales will provide access to training for all of its Executive Committee Members to raise awareness of both collective and individual responsibilities.
- It will be a condition of Hockey Wales affiliation that member clubs:
 - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it; and
 - take steps to ensure that their Committees, members, and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the Club's constitution; and
 - ensure that access to membership is open and inclusive
 - support such measures and initiatives that Hockey Wales may institute or take part in to advance the aims of this policy.
- It will be a condition of Hockey Wales membership that individual and corporate members
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that Hockey Wales may institute or take part in to advance the aims of this policy.



1.5 RESPONSIBILITY, MONITORING, AND EVALUATION

The **Hockey Wales Board** will be responsible for ensuring the implementation of this policy.

The **Hockey Wales Board** will review all Hockey Wales activities and initiatives against the aims of the policy on an annual basis, and the Chair will report formally on this issue at the General Meetings.

The **Hockey Wales Board**, or where appropriate a designated project leader (equality lead officer), will review any measures or initiatives that Hockey Wales may institute or take part in to promote and enhance sports equity in Hockey, and will report their findings formally to the AGM via the annual report.

The **Hockey Wales Board** will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the General Meeting.

1.6 COMPLAINTS AND COMPLIANCE

Hockey Wales regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the Hockey Wales Equity Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member, or corporate member of Hockey Wales, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Hockey Wales itself, the person may raise the matter by writing directly to the Chair. Contact details are available through the website (www.hockeywales.org.uk).

The Chair will delegate the investigation of the complaint to the Equity and Diversity sub group, led by the appointed Board Member. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the **Hockey Wales Board**. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Committee may impose sanctions on that person or organisation in line with the Hockey Wales disciplinary policy and procedures. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from Hockey Wales membership. In deciding what sanction is appropriate in a particular case the **Hockey Wales Board** or appointed committee will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equity Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Hockey Wales is subject to allegations of unlawful discrimination in a court or tribunal, the **Hockey Wales Board** will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.



2. APPENDIX

2.1 RELEVANT LEGISLATION AND FORMS OF UNACCEPTABLE DISCRIMINATION

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act, and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases, extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour, or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

• Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

• Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

• Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

• Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

• Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

• Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence, or position to persistently criticise, humiliate or undermine an individual.



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FURTHER INFORMATION

For further information about any aspect of Hockey Wales Equity Policy, please contact:

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