



## **Scottish Hockey Equality and Diversity Policy**

### **Foreword**

Scottish Hockey's vision is to provide the opportunity for more players to enjoy hockey to the highest level they desire throughout their lifetime. We passionately believe in the benefits that hockey can bring to both individuals and groups. We aspire to increase the number of people participating in hockey at all levels of the sport and to increase the frequency of this participation in an environment that is open and equal to all and free from discrimination and harassment.

The following is Scottish Hockey's Equality and Diversity Policy that was approved by the Board on 12 March 2013. This policy applies to all those involved in hockey in Scotland, whether as players, volunteers, coaches, office-bearers, officials and staff members. In addition, we would recommend that affiliated districts and clubs adopt this policy.

Signed

Chairman

Scott Baird

12 March 2013

## **1. Policy Statement**

Scottish Hockey endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in hockey in Scotland, whether as players, team members, volunteers, coaches, office-bearers, officials, staff members:

- 1.1. 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 or sexual orientation; and
- 1.2. 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.

## **2. Legal Obligations**

Scottish Hockey 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.

## **3. Positive Action**

The principle of Sports Equality 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.

Scottish Hockey 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.

## **4. Implementation**

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

- A copy of this document will be published on the Scottish Hockey website.
- A Scottish Hockey Director will be nominated by the Board to take overall responsibility for ensuring that the policy is observed.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of Scottish Hockey.
- Scottish Hockey 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.
- Scottish Hockey will make best endeavours to provide access to training for all Board and Management Committee Members to raise awareness of both their collective and individual responsibilities.
- It will be a condition of Scottish Hockey's membership 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; and
  - support such measures and initiatives that Scottish Hockey may institute or take part in to advance the aims of this policy.
- It will be a condition of Scottish Hockey's membership that all members:
    - commit to act in accordance with this policy; and
    - support such measures and initiatives that Scottish Hockey may institute or take part in to advance the aims of this policy.

## **5. Responsibility, Monitoring and Evaluation**

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

The Board will review all Scottish Hockey's activities and initiatives against the policy on an annual basis, and the Chairman will report formally on this issue at the AGM.

The Board, or where appropriate a designated project leader, will review any measures or initiatives that Scottish Hockey may institute or take part in to promote and enhance sports equality in hockey, and will report their findings formally to the AGM.

The Board will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation).

## **6. Complaints and Compliance**

Scottish Hockey 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 Scottish Hockey Equality and Diversity 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, or individual member of Scottish Hockey, 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 Scottish Hockey itself, the person may raise the matter by writing directly to the Chief Executive Officer.

Any complaints will be dealt with in accordance with the Scottish Hockey complaints procedures.

Where the violation of the Equality and Diversity 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 Scottish Hockey is subject to allegations of unlawful discrimination in a court or tribunal, Scottish Hockey's 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.

Approved by the Scottish Hockey Board 12 March 2013

## **APPENDIX – 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 characteristic<sup>1</sup>. 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.

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<sup>1</sup> The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

**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.