



Anti-Harassment & Respect Policy

Version: 2.1

Date: 23 August 2025

Prepared by: Derek Keir, CEO

Reviewed by: Balvinder Sagoo as representative of People Committee and Board Director

Approved by: Scottish Hockey Board on 26th August 2025

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1. Policy Foundation and Background

This policy has been developed using the UK Sport Template Dignity and Respect Policy as a key reference. By aligning with UK Sport's best-practice guidance, we ensure our approach to unacceptable behaviour (UAB) is robust, fair, and consistent with national standards in sport.

2. Purpose

We are committed to fostering a safe, respectful, and inclusive environment for all. Harassment, bullying, discrimination, and misogynistic behaviour are unacceptable and will not be tolerated.

This policy explains:

- What constitutes harassment, bullying, and misogyny.
 - The behaviours that are unacceptable in our organisation.
 - How to report concerns.
 - How we will respond to reports, including both informal and formal resolution routes.
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3. Scope

This policy applies to:

- All key stakeholders including staff, board members, volunteers, members, contractors, interns, and representatives.
 - All work-related settings — including offices, events, travel, online platforms, hockey pitches (and surroundings) and social gatherings linked to our organisation.
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4. Definitions

- **Harassment:** Unwanted conduct related to a protected characteristic that violates dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Sexual Harassment:** Any unwanted behaviour of a sexual nature that causes discomfort, intimidation, or offence.
- **Misogyny:** Behaviour, speech, or actions showing dislike of, contempt for, or prejudice against women and girls.
- **Bullying:** Offensive, intimidating, malicious, or insulting behaviour involving misuse of power that undermines, humiliates, or injures someone.

These definitions are consistent with UK Sport's categorisation of unacceptable behaviour, including bullying, harassment, discrimination, victimisation, and abuse.

5. Our Commitment

We will:

- Take all reports seriously.
 - Investigate promptly, fairly, and in line with UK Sport's principles.
 - Support anyone affected.
 - Take proportionate action where behaviour breaches this policy, up to and including dismissal or removal from role.
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6. Expectations for Everyone

- Treat everyone with dignity and respect.
 - Use inclusive, prejudice-free language.
 - Challenge inappropriate behaviour where it is safe to do so.
 - Report concerns promptly.
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7. Reporting Procedures – Informal and Formal Resolutions

Informal Resolution

Where it is safe and appropriate, concerns should be addressed as early as possible through proportionate and constructive informal action. This approach, as promoted by UK Sport, is not about minimising the seriousness of a concern, but about resolving issues quickly, fairly, and with minimal stress for all involved.

Examples of informal action include:

- A respectful conversation between the individuals concerned, explaining the impact of the behaviour and requesting it stop.
- Mediation facilitated by a manager, Safeguarding Officer, or independent mediator.
- A reminder or clarification of organisational expectations, policies, and values.
- Agreement of behavioural commitments between the parties.

Informal resolution should focus on:

- Encouraging reflection and positive change.
- Restoring professional relationships where possible.
- Preventing escalation into more serious conflict.

Anyone pursuing informal resolution will receive support from line managers or the Safeguarding Officer, and may be accompanied by a colleague or representative if desired.

A record may be kept of informal steps taken (without constituting a formal disciplinary record) to help monitor patterns and prevent recurrence.

Formal Resolution

If informal action is not appropriate — due to the severity of the behaviour, repeated incidents, or risk to safety — or if informal action has not resolved the issue, the matter should be referred for formal investigation.

Reports may be made to:

- Your line manager (In the first instance unless they have a conflict in which case it may be raised to CEO or delegated alternate).
- The Safeguarding Officer.
- The CEO or the Board Lead for HR.

Anonymous reports are accepted, though they may limit our ability to investigate fully. Formal concerns can be raised using report a concern n Scottish Hockey website -

[Report a Concern](#)

8. What Happens After a Report

- We will follow the concerns disciplinary complaint process that includes;
 - Initial Response: Acknowledge receipt and explain next steps.
 - Assessment: Decide whether informal or formal investigation is appropriate.
 - Investigation: May include interviews, reviewing evidence, and speaking to witnesses.
 - Outcome: Findings shared with the person who made the report (while protecting confidentiality).
 - Follow-up: Checks to ensure no victimisation occurs afterwards.
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9. Confidentiality

All reports will be handled sensitively and confidentially, with information shared only on a need-to-know basis.

10. Consequences for Breaching This Policy

Any breach of this policy may result in:

- Formal warning.
 - Suspension from duties or role.
 - Termination of employment or role.
 - Reporting to external authorities where required.
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11. Support Available

We can provide:

- For employees we
 - have access to our Employee Assistance Programme or other support agencies as detailed in our employee handbook.
 - Can make adjustments to working arrangements as required and agreed by line manager.
 - Support during meetings and investigations.
 - Connection to support agencies
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12. Related Policies

- Codes of Conduct

- Equality, Diversity & Inclusion Policy
 - Concerns and Appeals Procedure
 - Safeguarding Policy
 - Disciplinary code
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13. Policy Review

This policy will be reviewed every three years or sooner if required by law, organisational change, or updated national guidance.

Appendices

Appendix A – What is Bullying (UK Sport–aligned)

Bullying is offensive, intimidating, malicious, or insulting behaviour that involves a misuse of power to undermine, humiliate, or injure the recipient.

- Power can come from position, physical strength, knowledge, popularity, or control over resources.
- Bullying may be persistent or a single serious incident.
- It can occur face-to-face, in writing, by phone, online, or through third parties.

Examples include:

- Shouting at, ridiculing, or insulting a person in front of others.
- Spreading malicious rumours or excluding someone from activities without justification.
- Persistent, unwarranted criticism or setting someone up to fail.
- Misusing position or influence to control or coerce someone.

Bullying is not:

- Constructive feedback, delivered respectfully, to help someone improve.
 - Reasonable management action carried out fairly and transparently.
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Appendix B – What is Harassment

Harassment is unwanted conduct related to a protected characteristic under the Equality Act 2010 (e.g., race, sex, disability, sexual orientation, religion/belief, gender reassignment, age, marriage/civil partnership, pregnancy/maternity) that has the purpose or effect of:

- Violating a person’s dignity, or
- Creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Key points to consider:

- Harassment can be a one-off incident or a pattern of behaviour.
- The perception of the person experiencing the behaviour is central — even if the behaviour was not intended to cause offence.
- Sexual harassment includes any unwanted behaviour of a sexual nature, whether verbal, non-verbal, or physical.

Examples include:

- Derogatory comments or “banter” based on gender, race, or other protected characteristics.
- Unwelcome touching, standing too close, or suggestive looks.
- Displaying or sharing offensive material, including online.
- Repeatedly asking someone out after they have said no.

Appendix C – Robust Coaching (UK Sport–aligned)

Robust coaching describes a legitimate, purposeful, and proportionate approach to training and performance feedback designed to challenge and develop athletes, while maintaining respect and safety.

It is acceptable when it:

- Is clearly linked to agreed performance or training objectives.
- Is delivered in a professional manner without personal insult, humiliation, or intimidation.
- Is proportionate to the athlete’s needs, age, and stage of development.
- Respects the dignity and welfare of the athlete at all times.

It becomes unacceptable behaviour when:

- The tone or language becomes personal, derogatory, or threatening.
- Feedback is delivered in a way that humiliates, belittles, or shames.

- It involves physical contact that is aggressive, unnecessary, or unsafe.
- There is repeated, sustained criticism unrelated to performance goals.

Best practice for robust coaching:

- Set clear expectations with athletes about communication style and performance standards.
- Gain informed consent for high-intensity training methods, especially with young or developing athletes.
- Ensure feedback is specific, constructive, and framed around improvement, not punishment.
- Monitor the impact of coaching approaches on athlete wellbeing and adjust as necessary.