



Ice Hockey 'A Sport for All'

Equity and Diversity within the game.

The English Ice Hockey Association Ltd (EIHA) has an ongoing commitment to the principles of the equality of opportunity and treating people fairly. The EIHA recognises the diversity of the communities that exist and is committed to ensuring that no community is excluded from participation in the sport.

No participant, volunteer or employee will receive less favourable treatment or abuse on the grounds of gender, marital status, social class, colour, race, ethnic origin, creed, disability, sexual orientation, religion and or belief or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

The Association will recognise its legal obligations under the:

Race Relations Act 1976

Race Relations Amendment Act 2000

Sex Discrimination Act 1975

Equal Pay Act 1970

Disability Discrimination Act 1995

Disability Discrimination Legislation for Sports Clubs 2004

Human Rights Act 1998

Employment Equality (Religion or Belief) Regulations 2003

Employment Equality (Sexual Orientation) Regulations 2003

Convention on the Rights of the Child 1990

The association will,

- 1.1 Adopt a planned approach to eliminating barriers that discriminate against particular groups.
- 1.2 Give clear guidance to individuals working within the association as employees or volunteers, on the commitment to equal opportunities.
- 1.3 Continuously monitor and review its selection criteria and procedures in relation to participation and engagement, to ensure that all individuals are selected, promoted and treated solely on the basis of merits and abilities that are appropriate to the position.
- 1.4 Promote personal development for all participants, volunteers and employees, to support their progress within the association and where appropriate, provide specialised facilities, equipment and individual training.
- 1.5 Fulfil its social responsibility towards its participants, volunteers and employees and the community in which it operates, ensuring that appropriate support is given during times of personal difficulties.
- 1.8 The association will actively work to ensure the engagement of people with disabilities within Ice Hockey. The EIHA will strive to ensure that suitable interventions are developed to secure the engagement of members of our disabled communities.
- 1.9 The association will actively work towards ensuring a commitment and support for women in the sport and will continue to develop activities to promote, encourage and target the engagement and attraction of women and girls.
- 1.11 The association will not accept or tolerate racially abusive or offensive language or behaviour either from its membership or those supporting, volunteering or spectating. will take appropriate steps to address any such issues that arise.

Direct Discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect Discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerable larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

Victimisation occurs when an individual raises a concern or issues and as a result this is used against either the individual or a supporter of the individual.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It maybe of a sexual or racial nature or it maybe directed towards people because of their age, sexuality, disability or some other characteristic.

- 2.1 The association regards discrimination either direct or in-direct, as described above, as gross misconduct and any employee of the association, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action.
- 2.2 Monitoring and evaluation. The association will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform employees, volunteers and participants of their impact.
- 2.3 The Association may take positive action or introduce special measures for any group that is currently under-represented in its membership, representative bodies or workforce.
- 2.4 The Company Secretary of the association has overall responsibility for the implementation of the Equal Opportunities Policy.
- 2.5 The Chair and Board of Directors of the association are responsible for ensuring that the Equality and Diversity policy is followed and for dealing with any actual or potential breaches.
- 2.6 The Chair and the Board of Directors of the English Ice Hockey Association will appoint an Equality and Diversity officer with responsibility for addressing and implementing the policy.