St. Albans H.C.

EQUITY POLICY

Statement of Intention

St Albans H.C. is committed to the principles of equality of opportunity. St Albans H.C. aims to ensure that all people, irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in hockey at all levels and in all roles. This includes all members and spectators.

St Albans H.C. shall:

- Ensure that there will be open access to all its services
- Eliminate prejudice against any group by removing barriers
- Select and train all members of St Albans H.C. solely on the basis of merit & ability and by adapting facilities and equipment where necessary and reasonably possible
- Communicate to all members its commitment to equal opportunities
- Fulfil its social responsibility to all members ensuring that appropriate support is given
- Make every reasonable effort to prepare and produce materials that are appropriate for all persons in respect of language, format and approach
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by the EH
- St Albans H.C. recognises its legal obligations and will take account of:
    - Equal Pay Act 1970
    - Rehabilitation of Offenders 1974
    - Sex Discrimination Act 1975, 1986, 1999
    - Race Relations Act 1976
    - Disability Discrimination Act 1995
    - Human Rights Act 2000
      or any subsequent amendments or re-enactments thereof.

Definitions

- **Direct Discrimination**
  Direct Discrimination is defined as treating a person less favourably than others would be treated in the same circumstances
- **Indirect Discrimination**
  Indirect Discrimination occurs when a job requirement or condition is applied, which, whether intentional or not, has an adverse effect on one sex or racial group or marital status because fewer representatives of that group are able to comply with it, and that requirement or condition cannot be justified on grounds other than race, gender or marital status

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- **Harassment**
  Harassment can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic.

Conduct

St Albans H.C. regards discrimination and harassment as outlined above as gross misconduct and any member of St Albans H.C. who so discriminates against any other person shall be liable to appropriate disciplinary action.

Implementation

- A copy of the policy shall be available to all members of St Albans H.C. All these persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy
- A planned approach shall be adopted to remove discrimination against any group
- St Albans H.C. shall be committed to working only along side those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document

Positive action

St Albans H.C. may take positive action or introduce special measures for a group that is currently under-represented in its membership or representative bodies.

Monitoring & evaluation

- St Albans H.C. shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform members of their impact.
- The Club Chairman shall have overall responsibility for the implementation of the equity policy.
- The Club Committee shall be responsible for implementing this policy.

Signed (Club Chairman): _____ Date: _____

Print Name: _____

Signed (Club Secretary): _____ Date: _____

Print Name: _____