

England Ice Hockey Diversity and Inclusion Action Plan

Please note, this is a working document published as of December 2023.

Objective	Requirements	Resources	Actions
1. EDI policy and statement to be written	<ul style="list-style-type: none"> • EDI committee to be formed (Achieved) • Review previous statement and make any reasonable adjustments • Action plan to be created 	TOR EDI Committee Policy	EDI policy and statement to be reviewed annually. <ul style="list-style-type: none"> • SF to create action plan (completed) • EDI committee to review previous statement and make any reasonable adjustments (completed) • EIH to approve final version (completed) • Policy and DIAP uploaded to website (completed)
2. Transgender policy to be written (in draft)	<ul style="list-style-type: none"> • Review due in January 2024 • Integration with stakeholders 	EDI Committee IHUK and IIHF policies	Transgender policy and statement to be reviewed annually. <ul style="list-style-type: none"> • EDI committee to review and make reasonable adjustments (Jan 2024) • Stakeholder consultation to take place. • EIH to approve final version • Policy uploaded to website

<p>3. EDI data collection with registration</p>	<ul style="list-style-type: none"> • Use cognition or GameDay to record the data • EDI group to discuss required questions 	<p>Evidence acquired through downloadable report from Cognito/Gameday</p> <p>Registration form built into Cognito or Gameday with required questions</p>	<ul style="list-style-type: none"> • Information to be gathered after the start of season. • Data gathered quarterly • EDI data collected for volunteers and staff • Report to be generated seasonally, with first one due at end of 2023-2024 season
<p>4. Hockey is Diversity partnership to improve reporting and education around discrimination</p>	<ul style="list-style-type: none"> • Review MOU • Agree to MOU • Consider training opportunities • Spectator code of conduct to be put in place 	<p>Amended MOU sent back to Hockey is Diversity</p>	<ul style="list-style-type: none"> • MoU in place with HiD • HiD delivered workshops at Manager training sessions. • Wider roll out of diversity workshops with HiD • Sanctions agreed for discriminatory incidents • Spectator code of conduct to be agreed and published on website • Guidance and resources provided to clubs on how to prevent discriminatory behaviour, such as posters, rink announcement scripts etc

<p>5. Clear reporting of complaints and discrimination procedure created and disseminated for members with robust investigating procedures.</p>	<ul style="list-style-type: none"> Complaints policy and reporting policies reviewed with stakeholders. Website updated to clearly state where to make complaint and the process. 	<p>Policies updated to have a clear reporting process, including safeguarding.</p> <p>Safeguarding incident report form created.</p>	<ul style="list-style-type: none"> Website updated with reporting procedures, include HiD (completed) Full complaints and concerns policy to be reviewed and updated (January 2024).
<p>6. Code of conduct and ethics embedded across all participants at EIH</p>	<ul style="list-style-type: none"> Reviewed by office. Add any additional codes of conducts 	<ul style="list-style-type: none"> HRM reviewed and approved 	<ul style="list-style-type: none"> Reviewed annually by office, Safeguarding and EDI committee. Uploaded to website.
<p>7. Training and Development</p>	<ul style="list-style-type: none"> Find suitable training that can be delivered to volunteers, staff and board. UKC training for coaches and managers SEND training to be readily available 	<p>Training scheduled for office staff and board with Activity Alliance on 30 May</p>	<ul style="list-style-type: none"> Training completed by office. Annual training to be sourced. EDI group to recommend any training. Duty of Care / inclusive coaching to be included in coach syllabus. SEND training delivered to some coaches and managers. Wider roll out due depending on resource (KM)
<p>8. A team that is reflective of the population of which we serve</p>	<ul style="list-style-type: none"> Reviews of recruitment processes (included in other parts of this plan) 	<ul style="list-style-type: none"> Ongoing work to ensure adequate representation is in place. 	<ul style="list-style-type: none"> Review of under-represented members of the community (end of

	<ul style="list-style-type: none"> • Ensure staff, volunteers, board, are reflective of our population. • Promote and support underrepresented groups 	<ul style="list-style-type: none"> • Ensure underrepresented groups are given a platform 	<p>2023-2024 season)</p> <ul style="list-style-type: none"> • Strategy to reach more communities • Partnership with Puckstop for Netminder Development Programme to provide kit to provide kit to disadvantaged participants.
9. LGBTQ+ resource pack to be available on website for parents / carers / clubs / players	<ul style="list-style-type: none"> • Dedicated inclusion area to be prominent on website 		<ul style="list-style-type: none"> • New inclusion hub on website. • More resources to be created such as LGBTQ+ information.
10. Review of all documentation and	<ul style="list-style-type: none"> • All documentation and website material should be accessible. • Commitment to using inclusive and accessible language 		<ul style="list-style-type: none"> • Promoted by new brand. • Review of all resources due by December 2024.

v.1.2 December 2023 for review in January 2024

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