

Equality, Diversity and Inclusion

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1. Purpose

The England Ice Hockey (EIH) is fully committed to the principles and practice of equality, diversity and inclusion in all its functions. It is responsible for ensuring that no stakeholders are unlawfully discriminated against because of protected characteristics or any other relevant characteristic.

EIH considers the ice-skating disciplines to provide “sport for all”. They can and should be made accessible to everyone, to the greatest extent possible.

To that end, all stakeholders whether permanent or temporary, are responsible for the promotion and advancement of this Equality, Diversity & Inclusion Policy. EIH will strongly encourage partner organisations to adopt and demonstrate their commitment to the principles and practices as set out in this policy and it will be a requirement of all members and affiliated organisations.

2. Objectives

EIH recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports related activities in the past. This policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against stakeholders, that may preclude them from participating fully in ice skating related activities.

EIH recognises the diversity of provision that is required in order to ensure that all people regardless of their protected characteristics or social or economic background can access skating and develop at a level that is appropriate to them.

EIH recognises the need to provide different and diverse opportunities as a means of creating entitlement, inclusion, and access.

In addition, EIH recognises that we live in a diverse society and will endeavour to ensure that all stakeholders are given equal opportunities regardless of their Protected Characteristics and/or socio economic backgrounds.

EIH is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse set of stakeholders brings to the organisation. The aim is for our organisation to be representative of all sections of society and to provide equality, inclusion, fairness and respect for all.

EIH shall promote dignity in the workplace which will form part of internal HR policies. It is also

committed to avoiding all forms of unlawful discrimination including but not limited to employee selection, pay, disciplinary procedures, statutory requirements and working arrangements.

3. Definitions

Within this policy, unless the context requires otherwise:

- Stakeholder means job applicant, employee, volunteer, member, service user, supplier, contractor or person within its jurisdiction
 - Protected characteristics means age, disability, gender reassignment, marriage and civil partnership, pregnancy.
 - Maternity, race, religion or belief, sex and sexual orientation as defined by the Equality Act 2010 or as amended from time to time.
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4. Legislation

EIH is required by law not to unlawfully discriminate against its stakeholders and recognises its legal obligations under, and will abide by the requirements of the Equality Act 2010 and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to EIH.

EIH will seek advice each time this policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

Discrimination

Unlawful discrimination which can take the following forms:

- Direct discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
- Indirect discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice, can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

Harassment

Engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct.

Bullying

The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

Victimisation

Subjecting someone to a detriment because they have in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

EIH regards discrimination, harassment, bullying or victimisation, as described above, as misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person. EIH is committed to ensuring that its stakeholders are able to conduct their activities free from discrimination, harassment, bullying or victimisation.

Transgender Athletes

Please see EIH's Transgender Inclusion Policy

Privacy

EIH (and its officers and staff) and any organisers of events sanctioned by EIH shall not disclose any information obtained from an individual in accordance with this policy unless:

The disclosure of that information does not enable the individual competitor to be identified;

The individual competitor to whom the information relates has agreed to its disclosure;

It is under a legal duty to disclose the information.

5. Responsibilities

The following responsibilities will apply:

- The Board of EIH is responsible for ensuring that this policy is reviewed and enforced and any breaches are dealt with appropriately.
 - A Director of EIH will be appointed by the Board in consultation with the Head of Operations as the Equality & Diversity Champion and will ensure that equality, diversity and inclusion is included as an agenda item at Board meetings when appropriate and that the Board takes relevant issues into consideration when making decisions.
 - The Head of Operations, has the overall responsibility for the implementation of this policy and for achieving any related actions resulting from it. They will work in conjunction with the Equality & Diversity Champion.
 - EIH will produce, maintain and monitor a separate Equality, Diversity & Inclusion plan to ensure the objectives of this policy are consistently delivered throughout all areas of the organisation and to make positive progress towards accessibility in a proactive manner. This will be managed by the Head of Operations and reviewed by the Equality & Diversity Champion. Progress relating to this plan will be recorded and a full report will be presented annually to the Board for review, with the key data being published.
 - Every stakeholder of EIH is required to assist EIH to meet its commitments under the Equality, Diversity & Inclusion Policy which includes providing equal opportunities and avoiding unlawful discrimination.
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6. Implementation

Objectives relating to fair and inclusive practices will be included in all employees' performance indicators and will form an integral part of performance reviews throughout the year. Individual work programmes for EIH staff will be amended to include equality, diversity and inclusion related tasks where appropriate.

Equality monitoring forms will be included alongside any job postings of EIH. These will be nonmandatory but aim to assist in data collection and ensuring balance and diversity within the Organisation. Member surveys will also be used periodically to gather further data on diversity and inclusion.

No applicant for any post (including job applicants, consultants, advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.

Consultants and advisers (and where appropriate, suppliers) to EIH will be required to abide by this Equality, Diversity and Inclusion Policy and it will be referred to in any service level agreements or contracts issued by EIH. EIH will join appropriate organisations in order to network, promote and exchange best practice relating to equality, diversity and inclusion.

This policy will be highlighted in all staff and volunteer inductions. A copy of this Equality, Diversity & Inclusion Policy will be publicly available on EIH website and copies in other formats will also be available from EIH Head Office. EIH will continually promote equality standards and respect professional development for all its workforce to support equal opportunities within the organisation.

7. Reporting and Complaints

EIH takes issues and complaints regarding bullying, harassment, victimisation and unlawful

discrimination very seriously. To safeguard individual rights under this policy, any stakeholder who believes they have suffered inequitable treatment within the scope of this policy may raise the matter to EIH Office.

In the event that it is a complaint regarding this policy, the complainant shall be directed to EIH Complaints and Disciplinary Policies. Appropriate action may be taken against any EIH stakeholder who is found to have violated this policy.

Acts of discrimination, harassment, bullying or victimisation against employees or other stakeholders are disciplinary offences and will be dealt with under EIH disciplinary procedures. Conduct of this type will often be gross misconduct which may lead to dismissal without notice.

Individuals can be held personally liable as well as, or instead of, EIH for any act of unlawful discrimination. Persons who commit serious acts of harassment may also be guilty of a criminal offence.