



# Wigan Hockey Club Inclusion and Diversity Policy



Version 0.1  
01/06/2020



## Wigan Hockey Club Inclusion and Diversity Policy

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### Version Control

Please ensure after updating this document that the version control section below is completed and the document saved with the new Version number.

Version	Date	Updated By	Changes Made
0.1	01/06/2020	P.Parr	Document created
0.2			
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### Review Period

This document should be reviewed every three years by the Club Committee unless relevant changes are made to the legislation and updated as required. Any changes are then presented to the members at an appropriate EGM or AGM.

## 1. Club Ethos

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Wigan Hockey Club aim to provide a friendly, diverse and inclusive club who welcome all levels of ability to enjoy and develop both sporting and personal skills. WHC also strive to develop the technical ability of all player's by coaching to all levels to promote fitness, tea spirit and wellbeing to both players and volunteers.

Up the sticks!

## 2. Forward

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We at Wigan Hockey Club pride ourselves in being friendly, inclusive and open to all.

We are as a club proud that our sport Hockey is a diverse, inclusive team sport played equally by men and women and enjoyed by all regardless of gender, sexuality, age, race or religion.

Diversity throughout our club membership will offer a depth and breadth of insight, perspective and experience and - in addition to age, ethnic and gender diversity - we will also value a diversity in philosophies and life experiences as well.

Wigan Hockey Club is therefore committed to moving towards a Club which is both gender balanced and diverse and will ensure that our members can take our club forwards and support our club ethos. This policy is there to support this.

### **Why does Wigan Hockey Club have an Equality Policy?**

This policy is aimed at all those actively involved in any aspect of hockey activities, whether that be as a committee member, volunteer, member, participant or parent. It has been written and adapted using our Governing bodies policy and guidance. This can be viewed on the England Hockey Web Site. This policy is to ensure that everyone involved in our club understands the importance of Equality and what is expected of them.

Wigan Hockey Club are also proud to support the Sports Charter which is an integral part of the clubs Equality Policy.

## 3. Inclusion and Diversity Policy

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### **1. Policy Objectives**

1.1 Wigan Hockey Club (WHC) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employees, job applicants, office holders, volunteers, members and players within its jurisdiction (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation (together the "Protected Characteristics").

1.2 WHC aims to ensure that there will be open access to all those who wish to participate in any aspects of hockey activities and those Stakeholders are treated fairly, equally and with respect.

1.3 In addition WHC recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.

1.4 Internally, WHC is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse membership brings to the club. Equality will also be promoted as part of WHC's Behaviour and Values.

1.5 The policy sits alongside all other WHC policies and regulations including but not limited to the Code of Conduct and Disciplinary Policy and adherence will be managed through Code of Conduct and Disciplinary Policy.

### **2. Purpose of the Policy**

2.1. This Policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in any aspect of hockey.

2.2. Equality is about respecting people's individuality. In doing so WHC recognises that this Policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

### **3. Legal Requirements**

3.1. WHC 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 WHC.

3.2. WHC will seek advice from its governing body "ENGLAND HOCKEY" each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

#### **4. Discrimination, Harassment and Victimisation**

4.1 WHC recognises the following as being unacceptable:

4.1.1 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.

4.1.2 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. WHC is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

4.1.3 Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

4.1.4 Victimisation: subjecting someone to a detriment because he or she has 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).

4.1.5 WHC regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against Stakeholders will be taken seriously and appropriate measures, which may including disciplinary action being brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

#### **5. Reasonable Adjustments**

5.1. When any decision regarding reasonable adjustments is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

5.2. WHC recognises that it has a duty to make reasonable adjustments for disabled persons. WHC will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in hockey related activities. In addition, when acting as a service provider, WHC has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services.

#### **6. Transgender Athletes**

WHC considers that hockey is a gender affected sport under the Equality Act 2010 and refers any transgender athletes to its policy relating to participation by transgender persons as noted in Chapter 4. WHC has adopted ENGLAND HOCKEY'S guidance on this matter.

## **7. Responsibility, Implementation and Communication**

7.1. The following responsibilities will apply:

7.1.1. The Committee of WHC is responsible for ensuring that this Equality Policy is implemented, followed and reviewed when appropriate. The WHC Committee is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

7.1.2. The WHC Welfare officer will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Committee meetings when appropriate and that the Committee takes equality issues into consideration when making decisions.

7.1.4. All Stakeholders have responsibilities to respect, follow and promote the spirit and intentions of this Equality Policy.

7.2. This Equality Policy will be implemented as follows:

7.2.1. WHC will regularly review its employment and volunteer practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by WHC will contain a statement regarding equal opportunities.

7.2.2. No applicant for any post (including job applicants, consultant 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.

7.3. This Equality Policy will be communicated in the following ways:

7.3.1. The Policy will be included in any employee or volunteer handbook (or equivalent paper or electronic document). Reference will be made to this Equality Policy in any 'Respect' Code of Ethics and Behaviour.

7.3.2. The Policy will be highlighted in all staff and volunteer inductions carried out by WHC;

7.3.3. A copy of this Equality Policy will be publicly available on the WHC website. All Stakeholders will be made aware of the Policy and will be responsible for disseminating to their members when they join;

7.3.4. WHC will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, adapted conditions, equipment or training.

## **8. Commitment to Action**

8.1. WHC will review, maintain and monitor using a club questionnaire to ensure the objectives of this Equality policy are consistently delivered throughout all areas of the organisation.

8.2. WHC recognises that, in some cases, to further the principle of equality, an unequal distribution of resource is required. If appropriate, and proportionate, WHC may take positive action or introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.

8.3. WHC is committed to providing appropriate training opportunities as required.

## **9. Monitoring and Evaluation**

9.1. This policy will be reviewed every three years, unless any proposal to the Committee, or legislation change, requires an interim review and/or amendment.

9.2. This Equality Policy will remain in force until it is amended, replaced or withdrawn.

9.3. On an annual basis, statistical and, if appropriate qualitative, information will be collected and a report will be produced by the Club Secretary for the Committee. Once approved by the Committee the report will be published internally and externally (with due regard the sensitivity of the information), to show the impact of this Equality Policy and progress towards achieving the Equality Standards.

## **10. Disciplinary and Grievance Procedures**

10.1. To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure as described in the Code of Conduct and Disciplinary Policy.

10.2. Appropriate disciplinary action will be taken against any WHC Stakeholder who violates this Equality Policy under the employee Disciplinary Procedure.

10.3. An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.

10.4. As with all disciplinary procedures, the final point of appeal relating to this policy is the Club Committee.

Definitions Within this policy and all future terminology WHC will use the following definitions:

**Equality in sport** is about fairness, equality of access, recognising inequalities and taking steps to address them. It is about evolving the culture and structure of hockey to ensure that it becomes equally accessible to all members of society, whatever their age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation.

**Sports Equality** is about an individual's and organisation's responsibility to challenge discriminatory practice and promote inclusion

**Equal Opportunities** is the policy of treating employees and others without discrimination relating to the Protected Characteristic

**Equality of Opportunity** is about treating individuals equally, which is not necessarily the same as treating them the same. In some cases the need for equality may require unequal effort to ensure the principle is achieved.

The Equality Standards are owned by the 5 Sports Councils through the Sports Councils Equality Group (SCEG)



## 4. Transgender Guidance

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The following Guidance is taken directly from our Governing Body, England Hockey. Wigan Hockey Club will adopt this guidance.

### **Trans or transgender hockey players – guidance for local hockey organisations**

#### **Approved by England Hockey Board July 2017**

#### **Guidance for local hockey organisations**

England Hockey (EH) is committed to ensuring that there is open access to all those who wish to participate in the sport and that they are they're treated fairly. It is also committed to confronting and eliminating discrimination because of any protected characteristic - age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour) religion or belief, sex and sexual orientation.

We use the term trans or transgender to describe those people who, as defined by the Equality Act 2010, share the protected characteristic of gender reassignment and are described in the legislation as transsexual people. We do not include intersex people, androgyne and polygender people, crossdressing and transvestite people in these terms. Under current UK legislation, hockey, as a gender affected sport, may be regulated by the EH in respect of the participation of a transsexual person.

EH has a clear policy with regards to trans hockey players and you should already be running your organisation in line with its policies.

Any trans person (male or female) is permitted to participate fully, i.e. train, play in informal matches or play in hockey competitions, in their affirmed gender. Verification of their sex should be no more than is expected of any other player.

The only restriction is that for player in the performance pathway seeking to train and challenge for a position in a national squad should meet the criteria set out by the FIH. This applies from under 16 National Age Group Squads (NAGS) as this is the point from which FIH sanctions international competition.

The use of changing and toilet facilities prior, to and during gender reassignment where the individual may present an ambiguous appearance and may be highly self-conscious represents a difficult issue. Many trans people prefer to refrain from using communal sports facilities during this time, particularly facilities where privacy is likely to be an issue. In addition, there may be trans people who do not undergo sex reassignment surgery and will continue to present with secondary sex characteristics in their former gender. In line with good safeguarding practice it is recommended that adults (unless they are the parents) do not use the same changing facilities as children under the age of 18 unless there are separate cubicles. If this cannot be avoided due to the nature of the facility it is recommended that all adults come ready changed for their hockey activity.

Complaints from other users must be handled carefully. It may be that other users find it uncomfortable to share facilities with trans people but it is the duty of club officials to ensure that

confidentiality is not compromised and that members are not subjected to abuse, whether physical or verbal, on any ground. However other users' or members' discomfort must not be ignored and they too should be treated with dignity, should their discomfort continues they may arrive ready changed for their hockey activity. The provision of good quality facilities, an open and welcoming atmosphere and training for members may help alleviate such discomfort.

All hockey organisations should:

- Treat the trans person with dignity and respect.
- Welcome the player just as you would any other new attendee or member
- Accept them in the gender they present; verification of their identity should be no more than expected of any other player.
- If asked, explain that there are no restrictions on playing in domestic hockey competitions or participating in training or playing in informal matches.
- Respect the private and confidential nature of the person's situation.
- Agree with the trans person how information is to be shared with others if this is necessary.
- Support the trans person with their choice of changing facilities.
- Take prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about trans people. Use your disciplinary procedures to manage this.
- Ensure a Code of Conduct is publicised indicating your zero-tolerance policy towards all bullying/harassment of people with protected characteristics.
- Ensure that any training the organisation undertakes with regards to equality covers trans people and the policy as well as the general equality policy.

England Hockey

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## 5. Sports Charter

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In March 2011 the government, together with major sporting bodies, launched a charter calling for anyone with an interest or involvement in sport to unite to tackle homophobia and transphobia in sport and aim to make sport a welcoming environment for lesbian, gay, bisexual and transgender (LGBT) people.

Wigan Hockey Club proudly supports this charter.


 HM Government


**Tackling Homophobia and  
Transphobia in Sport:  
The Charter for Action**


- 1) We believe that everyone should be able to participate in and enjoy sport – whoever they are and whatever their background.
- 2) We believe that sport is about fairness and equality, respect and dignity. Sport teaches individuals how to strive and succeed, how to cope with success and disappointment, and brings people together with a common goal.
- 3) We are committed to making these values a reality for lesbian, gay, bisexual and transgender people. We will work together, and individually, to rid sport of homophobia and transphobia.
- 4) We will make sport a welcome place for everyone – for those participating in sport, those attending sporting events and for those working or volunteering in sports at any level. We will work with all these groups to ensure they have a voice, and to challenge unacceptable behaviour.


Signed: \_\_\_\_\_


**Founding signatories:**

  
**RUGBY  
FOOTBALL  
UNION**

  
**BRITISH  
TENNIS | LTA**

  
**RFL**

  
**ECB**

  
**The FA**