



## EAST GRINSTEAD HOCKEY CLUB (EGHC)

### Diversity and Inclusion Policy (“Policy”)

#### 1. Introduction

1.1 This Policy applies to all club officials (including TC Exec Board, committee & sub-committee members, coaches and managers), umpires, volunteers, playing and non-playing members, including junior members, parents of junior members, and supporters of East Grinstead Hockey Club (our “Club”).

1.2 EGHC is committed to the principles of equality and opportunity, diversity and inclusion of and for all people, irrespective of age, gender, race, religion, ethnic origin, creed, colour, social status, neurodiversity or sexual orientation, and to ensure that there is an equal opportunity for all to participate in hockey at all levels and in all roles. This includes and applies to everyone in the Club and within our wider EGHC community.

1.3 EGHC subscribes and adheres to the guidelines laid out by England Hockey in their Equality Policy.

#### 2. Purpose

2.1 The purpose of this Policy is to set the minimum standards that EGHC shall maintain to achieve equality, diversity and inclusion, and opportunity and fairness to all in relation to our Club’s activities.

#### 3. EGHC standards

##### 3.1 EGHC shall:

- 3.1.1 Ensure that there will be open access to all its services.
- 3.1.2 Select and train members of the Club solely on the basis of merit and ability, and will adapt facilities, equipment, and level of coaching where necessary and reasonably possible to achieve this.

- 3.1.3 Not support or tolerate views expressed by anyone, and in particular by anyone associated with our Club, that undermine minority or underrepresented groups, or protected characteristics such as age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage or civil partnership, and pregnancy.
- 3.1.4 Maintain a zero tolerance towards behaviour by any person or persons in or associated with the Club, that goes against the standards set out herein. Any such behaviour shall be treated as gross misconduct on the part of the person or persons involved, and such person or persons shall be liable to appropriate EGHC disciplinary action in accordance with the EGHC Disciplinary Policy.
- 3.1.5 Make every reasonable effort to prepare and produce materials that are appropriate for all persons in respect of language, format, and approach.
- 3.1.6 Make every reasonable effort to develop a diverse and inclusive management structure and coaching provision.

3.2 If you have reason to believe that the standards set out herein has in any way not been upheld, then you should raise your concern directly with the Club Welfare Officer. Details of how to get in touch with our Club Welfare Officer is published on the East Grinstead Hockey Club website.

3.3 Concerns raised in accordance with clause 3.2 will be treated with respect and in confidence, and you will be kept apprised of the outcome or resolution of the matter raised in accordance with this policy.

3.4 The Committee is responsible for ensuring that all concerns raised in accordance with this policy is appropriately investigated, and addressed or resolved satisfactorily.

4. General:

4.1 This policy is owned by the EGHC Committee.

4.2 This policy is dated 31 May 2022 and will be reviewed annually.

4.3 The next review date is 31 May 2023