



## Colwyn Bay Hockey Club Equity Policy 2009-2010

### Statement of Intention

At Colwyn Bay Hockey Club we are committed to the principles of equality of opportunity. We aim 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 participants, volunteers, Coaches and spectators.

At Colwyn Bay HC we shall:

- Ensure that there will be open access to all its services.
- This club is committed to ensuring that equity is incorporated across all aspects of its development.
- Eliminate prejudice against any group by removing barriers.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, disability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of victimisation, intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.
- Select, recruit, promote and train all personnel working for or on behalf of Colwyn Bay Hockey Club solely on the basis of merit & ability and by adapting facilities and equipment where necessary.
- Communicate to all Players, Coaches and volunteers its commitment to equal opportunities.
- Fulfil its social responsibility to all Coaches, Players and volunteers, ensuring that appropriate support is given.
- Make every reasonable effort to prepare, produce and market 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 Colwyn Bay Hockey Club.
- Colwyn Bay Hockey Club recognises its legal obligations and will take account of:
  - 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.

### Conduct

Colwyn Bay Hockey Club regards discrimination and harassment as gross misconduct and any anybody at Colwyn Bay Hockey Club, participant or volunteer, coach 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 at Colwyn Bay Hockey Club 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 if it arises.
- Colwyn Bay Hockey Club shall be committed to working only alongside those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document.

### **Positive action**

Colwyn Bay Hockey Club may take positive action or introduce special measures for a group that is currently under-represented in its membership.

### **Monitoring & evaluation**

- Colwyn Bay Hockey Club shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform employees, members and partners of their impact.
- The Chairperson shall have overall responsibility for the implementation of the equity policy.
- Colwyn Bay Hockey Club management committee shall be responsible for implementing this policy.