



# YMCA Hockey Club Equality Policy

## 1. Aim of Policy

The aim of this policy is to communicate the commitment of YMCA Hockey Club (YMHC) to the promotion of equality within our club.

## 2. Statement of Policy

It is our policy to provide equal opportunity to all, to respect the rights, dignity and worth of every person and to treat everyone equally irrespective of:

- a. Age
- b. Ability
- c. Gender
- d. Marital or civil partnership status
- e. Having or not having dependents
- f. Religious belief or political opinion
- g. Race or Culture
- h. Disability
- i. Sexual orientation
- j. Social / economic status

We are opposed to all forms of unlawful and unfair discrimination. Our equality policy applies to all club members, office bearers, employees and volunteers to help all those in our club to develop their full potential, provide an enjoyable sporting environment for all and fully utilise the talents and resources of available within our club. All club members, office bearers, employees and volunteers who work or play for us will be treated fairly and will not be discriminated against on any grounds.

We are committed to:

- i. Promoting equal opportunity for all persons
- ii. Promoting an enjoyable sporting environment in which all persons are treated with respect
- iii. Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- iv. Fulfilling all our legal obligations under the equality legislation and



associated codes of practice

- v. Taking lawful affirmative or positive action, where appropriate
- vi. Regarding all breaches of the equality policy as misconduct which will be dealt with
- vii. through the club's normal procedures.

### **3. Implementation**

The club's office bearers have specific responsibility for the effective implementation of this policy. Each office bearer also has responsibilities and we expect all our club members, volunteers and employees to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy we shall:

- a. Communicate the policy widely.
- b. Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of staff.
- c. Provide equality guidance as appropriate to employees and volunteers.
- d. Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our club, its members, volunteers and staff.
- e. Ensure that adequate resources are made available to fulfil the objectives of the policy.

### **4. Monitoring and Review**

The effectiveness of our equality policy will be reviewed regularly and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

### **5. Complaints**

Players, coaches, volunteers who believe that they have suffered a form of discrimination, harassment or victimisation is entitled to raise the matter through a member of the club committee / office bearer. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that those who make complaints will not be



victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Victimisation will result in disciplinary action and may warrant dismissal.

The effectiveness of our equality policy will be reviewed biennially and updated as necessary.

Date for next Review: 01.09.2024