

EQUALITY, DIVERSITY, AND INCLUSION POLICY

1. Our commitment

- 1.1 We are committed to promoting equal opportunities for the participation of everyone in the sport of Ice Hockey. It is our intention to foster a culture in which diversity and inclusion is valued and everyone is treated with dignity and respect. Anyone that wants to participate in the sport of Ice Hockey, whether as a player, coach, official, team manager, member of staff, spectator, parent or carer of a junior player or in any capacity whatsoever ('Participants') will receive equal treatment regardless of age, disability, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (**'Protected Characteristics'**). We are also committed to providing equitable treatment to all those we deal with as an organisation, including customers and suppliers.
- 1.2 We are committed to 'values-based decision making' that respects the rights and interests of all Participants and takes account of the content of this Policy at every turn. Therefore, this Policy is intended to inform decisions, it must not live in isolation of the day-to-day activities of the organisation. It has been adopted by IHUK for a purpose and it must be more than just a document stored on our website.
- 1.3 We will take all reasonable steps to:
- promote awareness and provide training to staff, officers, volunteers, and team managers (as appropriate) on all aspects of equality and diversity
 - apply the principles of equality to all Participants
 - establish programmes and processes that ensure a diversity of candidates for paid and volunteer positions
 - implement all internal policies and procedures on a fair and impartial basis
 - create an inclusive working environment for employed staff, officers and volunteers that is sensitive to the needs of people of differing cultures, religions and beliefs
 - Set measurable equality, diversity and inclusion targets for the organisation, and review regularly
 - make reasonable adjustments to enable Participants with disabilities to function effectively and to their full potential
 - ensure that all work and other environments (whether involving paid staff or volunteers) are free from all forms of discrimination, harassment, intimidation, or bullying; and
 - monitor how this policy is working in practice.

2. About this policy

- 2.1 The purpose of this policy is to set out our approach to diversity, equality, and inclusion. Our aim is to encourage and support diversity, equality and inclusion and actively promote a culture that values difference and eliminates discrimination across the entirety of Ice Hockey in the United Kingdom – It applies to all aspects of the sport with us, including recruitment of staff and officials, as well as opportunities to play and coach the sport.

3. Who does this policy apply to?

3.1 This policy applies to all people of IHUK.

4. Who is responsible for this policy?

4.1 Our board of directors (**Board**) have overall responsibility for the effective operation of this policy but has delegated day-to-day responsibility for overseeing its implementation to the Chief Executive Officer (CEO). Questions about the policy or suggestions for change should be referred to the CEO via the email: henry.staelens@icehockeyuk.co.uk

4.2 All Board members, employees, contract for services, volunteers, athletes, and coaches must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to diversity, equality and inclusion.

5. Diversity and inclusion training

5.1 The Board and staff will be given appropriate training on recognising and avoiding discrimination, harassment, victimisation, and promoting equality of opportunity and diversity in the areas of recruitment, development, and promotion of the sport.

6. Discrimination

6.1 We will not unlawfully discriminate against or harass anyone, including current and former staff, officers, volunteers, coaches, players etc.

6.2 The following forms of discrimination are prohibited under this policy and are unlawful:

- **Direct discrimination:** treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant (including a volunteer looking to be appointed to an official role) because of their religious views or because of their sexuality. Direct discrimination can include 'associative discrimination', where a person is treated less favourably because of their association with an individual with a Protected Characteristic, and 'perception discrimination', where a person is treated less favourably because of the mistaken belief that they possess a Protected Characteristic.
- **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.

- **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so.
- **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

7. Recruitment and Selection

- 7.1 Recruitment, promotion, and other selection exercises whether for staff roles or volunteer roles (save for elected positions) that will be conducted on the basis of merit, against objective criteria that avoid discrimination. When recruiting or promoting, we will aim to take steps to improve the diversity of our workforce and provide equality of opportunity.
- 7.2 Vacancies for any official role within IHUK should be advertised widely within the sport in order to attract a diverse range of suitable candidates. Advertisements should avoid stereotyping or using wording that may discourage particular groups from applying.
- 7.3 Applicants to any position within IHUK should not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.
- 7.4 Applicants to any position within IHUK should not be asked about health or disability. There are limited exceptions which should only be used with the approval of the Board. For example:
- questions necessary to establish if an applicant can perform an intrinsic part of the job or role (subject to any reasonable adjustments);
 - questions to establish if an applicant is fit to attend an assessment or any reasonable adjustments that may be needed at interview or assessment;
 - positive action to recruit disabled persons to both staff and volunteer positions; and
 - equal opportunities monitoring.

8. Training, promotion, and conditions of service

- 8.1 Training needs will be identified through regular appraisals which will be based entirely on an objective assessment of performance and will not be influenced by any Protected Characteristics that you may have. You will be given appropriate access to training to enable you to progress within the organisation and all promotion decisions will be made on the basis of merit.

9. Breaches of this policy

- 9.1 We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure.
- 9.2 If you believe that you have suffered harassment, bullying or discrimination, or witnessed it happening to someone else in the sport, you can raise the matter with our CEO or any Board member. Complaints will be treated in confidence and investigated as appropriate.
- 9.3 There must be no victimisation or retaliation against anyone who complains about or reports discrimination. If you believe you have been victimised for making a complaint or report of discrimination, or have witnessed it happening to someone else within the sport, you should raise this with the CEO or any Board member.