



Chester Hockey Club Equity Policy September 2006

Statement of Intention

At Chester 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, job applicants, employees, participants, volunteers and spectators.

At Chester Hockey Club we shall:

- Ensure that there will be open access to all its services.
- Eliminate prejudice against any group by removing barriers.
- Select, recruit, promote and train all personnel working for or on behalf of Chester Hockey Club solely on the basis of merit & ability and by adapting facilities and equipment where necessary.
- Communicate to all employees and volunteers its commitment to equal opportunities.
- Fulfill its social responsibility to all employees 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 Chester Hockey Club.
- Chester Hockey Club recognises its legal obligations and will take account of:
 - Equal Pay Act 1970
 - 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.

Direct Discrimination

Direct Discrimination is defined as treating a person less favorably than others would be treated in the same circumstances.

Indirect Discrimination

Indirect Discrimination occurs when a job requirement or condition is applied, which, whether intentional or not, has an adverse effect on one sex or racial group or marital status because fewer representatives of that group are able to comply with it, and that requirement or condition cannot be justified on grounds other than race, gender or marital status.

Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic

Conduct

Chester Hockey Club regards discrimination and harassment as outlined above as gross misconduct and any employee of Chester Hockey Club, participant or volunteer 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 professional staff and volunteers working for Chester Hockey Club via the club website. 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.
- Chester Hockey Club shall be committed to working only along side those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document.

Positive action

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

Monitoring & evaluation

- Chester 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.
- Chester Hockey Club management committee shall be responsible for implementing this policy.