



**SHEFFIELD UNIVERSITY
BANKERS HOCKEY CLUB**
SUBHC

Sheffield University Bankers Hockey Club

Equality, Diversity, and Inclusion Policy



Sheffield University Bankers Hockey Club

Policy Owner: SUBHC Vice Chair (2026–27 Season, Richard Kirtley)

Approved by SUBHC Committee: 01/09/2026

Signed: *Christina Woods* (SUBHC Club Chair Woman, Christina Woods)

Due for Review: 01/09/2027

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Equality, Diversity, and Inclusion Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and ensure members, non-members and visiting teams are not denied access to our club because of a discriminatory reason. This policy is fully supported by the Executive Committee who are responsible for the implementation and review of this policy.

Therefore, we will adhere to the following principles:

We will;

1. Take responsibility for setting and upholding standards and values that apply throughout the club at every level, so our sport can be enjoyed by everyone who wants to participate.
2. Demonstrate a commitment to eliminating discrimination by reason of age, sex, gender identity, sexual orientation, race, nationality, ethnic origin, religion or belief, ability, or disability and to encourage equal opportunities and an inclusive welcoming environment.
3. Ensure that members, non-members and visiting teams are treated fairly and with respect and ensure that all members of the community regardless of their ability have access to and opportunities to take part in, and enjoy its programmes of activities, competitions, and events.
4. Oppose all forms of harassment, bullying or abuse towards an individual or group whether it is physical, verbal or online that is based on any of the characteristics listed above or for any other reason. Any incidents of this or a similar nature will be treated seriously and subjected to the appropriate disciplinary process.
5. Ensure there is an immediate investigation of any complaints of discrimination on the above grounds once they are brought to the attention of the club. Complaints will be dealt with in accordance with the complaints policy and, where such a complaint is upheld, the management committee may impose such sanctions as it considers appropriate and proportionate to the discriminatory behaviour.
6. Promote a culture that encourages the learning and development of coaches and volunteers to achieve greater diversity and inclusion within our sports.
7. Be committed to and deliver a policy of fair and equitable treatment for all members and require all members and volunteers to abide by and adhere to these policies and the requirements of the Equality Act 2010 as well as any amendments to this Act or any new equality legislation.
8. Be committed and take action to create an inclusive environment that is welcoming and seeks to improve representation across all groups and participation at all levels within our sports.

Lodging a Complaint

If any member, volunteer, visitor or visiting team feels that he, she or they have suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

1. The complainant should report the matter in writing to the Club Secretary or another member of the Executive Committee. The report should include:
 - a) details of what occurred.
 - b) details of when and where the occurrence took place.
 - c) any witness details and copies of any witness statements
 - d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
 - e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and
 - f) an indication as to the desired outcome.
2. If the person accused of discriminatory behaviour is a member or volunteer of SUBHC, the Disciplinary Committee (as defined in the document 'SUBHC Disciplinary Code') or representatives of the Disciplinary Committee:
 - 2.1 will request that both parties to the complaint submit written evidence regarding the incident(s).
 - 2.2 may decide (at its sole discretion) after reviewing the complaint and supporting evidence to uphold or dismiss the complaint without holding a hearing.
 - 2.3 may (at its sole discretion) hold a hearing (whether or not such a hearing is requested by either party) at which both parties will be entitled to attend and present their case.
 - 2.4 will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Equality Policy):
 - a) warn as to future conduct.
 - b) suspend from membership
 - c) remove from membership.
 - d) exclude a non-member from the facility, either temporarily or permanently and
 - e) turn down a non-member's current and/or future membership applications.

- 2.5 will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one 30 days of such decision being made.
 - 2.6 Either party may appeal a decision of the management committee to the relevant governing body (including a decision not to hold a hearing) by writing to the relevant governing body within 90 days of the Club's decision being notified to that party.
3. If the nature of the complaint is about a person who is not a member or volunteer of the club, a report shall still be submitted to the Executive Committee as per the guidance in section 1. The Executive Committee will then be responsible for approaching the individual or organisation to whom the individual belongs to ensure that the complaint is dealt with accordingly and appropriately.
 4. If the nature of the complaint is about a member of the Executive Committee or Disciplinary Committee, the member/visitor has the right to report the discrimination or harassment directly to the relevant governing body.

Terminologies and Descriptors

- Disability under the Equality Act 2010 is defined as:
 - o 'a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.
 - o 'Substantial' means more than minor or trivial.
 - o 'Impairment' covers, for example, long-term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease.
 - o A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's syndrome).
 - o Some people, including those with cancer, multiple sclerosis and HIV/AIDS, are automatically protected as disabled people by the Act.
 - o People with severe disfigurement will be protected as disabled without needing to show that it has a substantial adverse effect on day-to-day activities.'
- Direct discrimination occurs where a person is treated less favourably than another person because of a protected characteristic, such as their race, gender, disability or sexuality.

- Indirect discrimination occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other.
 - o Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.
- Positive discrimination is illegal under UK anti-discrimination law and should not be confused with Positive Action.
 - o Positive discrimination generally means being favourable towards an individual or group for whatever reason, especially in the provision of social and educational facilities and employment opportunities.
- Positive Action is legal and describes measures targeted at a particular group underrepresented in a particular programme or aspect of a sport.
 - o The term 'positive action' refers to several methods designed to counteract the effects of discrimination and to help eradicate stereotyping. It can be initiatives or activities that attempt to redress imbalances by providing extra help, doing things in a different way or promoting opportunities in targeted places and to targeted groups. Under this broad meaning, positive action may include actions such as the introduction of discriminatory selection procedures, and training programmes or policies aimed at preventing sexual harassment.
 - o An example of positive action being taken is the employment of a female coach to lead a session aimed at women, to specifically encourage uptake and participation by female members.
- Harassment - Harassment can be described as inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual:
 - o It may be related to gender, race disability, sexuality, age, religion, nationality or any personal characteristic of an individual.
 - o Under the terms of the Criminal Justice Act 1994, harassment was made a criminal offence, punishable by a fine of up to £5,000 and/or a prison sentence of up to six months.
- Victimisation can be described as treating an individual less favourably than one would treat others because the individual has made a complaint of discrimination, given evidence about such a complaint or raised a concern under the Public Interest (Disclosure) Act 1998.
- Prejudice is literally pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.
- Stereotyping is grouping or labelling people because they are members of a particular 'visible' group, and assuming that they have particular traits that are considered to be characteristics of that group.

- Dignity is about respectful, responsible, fair, and humane behaviour, something that is reflected in the club's constitution.
- Disadvantage is where, because of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.
- Social exclusion is when people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environments or lack of facilities.
- The England Hockey's equality and diversity policy [Equality, Diversity And Inclusion Policies & Updates \(englandhockey.co.uk\)](https://www.englandhockey.co.uk/equality-diversity-and-inclusion-policies/) sets out our commitment to opposing all forms of discrimination.
- England Hockey will ensure that its employees, members, volunteers, players, officials, affiliated clubs and customers are not discriminated against on the basis of any of the following:
 - race, colour, ethnic group or national origin
 - gender or marital status
 - disability
 - sexuality or sexual orientation
 - age
 - employment status
 - actual/suspected HIV/AIDS
 - religion and faith
 - unrelated criminal offences/ex-offenders (subject to any legal or public interest constraints)
 - responsibilities for children or dependent

Contacts:

Club Chairman and Designated Safeguarding Lead (DSL): Christina Woods

Email Address: cwoods219@gmail.com

Contact Number: 07986 132885

Deputy Designated Safeguarding Lead: Joanne Woolley

Email Address: jo_woolley@hotmail.co.uk

Contact Number: 07800 604467

Vice Chairman: Richard Kirtley

Email Address: vicechair.subhc@gmail.com

Contact Number: 07507 064553