



Equity Policy

Statement of Intention

Cottenham Roller Hockey Club (Cottenham RHC) is committed to the principles of equality of opportunity and aims 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 roller hockey at all levels and in all roles. This includes participants, volunteers and spectators.

Cottenham RHC Hockey shall:

- Ensure that there will be open access to all its services.
- Eliminate prejudice against any group by removing barriers.
- Select, promote and train all personnel volunteering for or on behalf of Cottenham RHC solely on the basis of merit & ability and by adapting facilities and equipment where necessary.
- Communicate to all volunteers its commitment to equal opportunities.
- Fulfil its social responsibility to all 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 National Roller Hockey Association.

Definitions

Direct Discrimination

Direct Discrimination is defined as treating a person less favourably 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

Cottenham RHC regards discrimination and harassment as outlined above as gross misconduct and any 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 volunteers working for Cottenham RHC and all members of the 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.
- Cottenham RHC 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

Cottenham RHC may take positive action or introduce special measures for a group that is currently under-represented in its membership, representative bodies or workforce.

Monitoring & evaluation

Cottenham RHC shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform volunteers, members and partners of their impact.

Adopted 3rd November 2010

Signed

Chair Cottenham RHC

Review date November 2011