

Oxton Hockey Club



Equality, Diversity & Inclusion (EDI) Policy

This policy outlines Oxton Hockey Club's (OHC) commitment to ensuring hockey is accessible, inclusive, and safe for everyone, regardless of their background. As a Community Amateur Sports Club (CASC), we aim to provide equity of opportunity and a welcoming environment for all members.

1. Introduction & Core Principles

- **Open Membership:** Membership is open to all individuals interested in hockey regardless of sex, age, disability, ethnicity, nationality, social status, sexual orientation, or religion.
- **Equity of Opportunity:** OHC is dedicated to providing equal opportunities across all areas, including playing, coaching, umpiring, and administration.
- **Inclusion:** We actively encourage the inclusion of minority groups and individuals with additional vulnerabilities.
- **Safe Environment:** We provide a safe, effective, and child-friendly environment where the welfare of young people is paramount.

2. Membership and Accessibility

- **Non-Discriminatory Fees:** Subscriptions are set at the AGM at levels intended not to pose a significant obstacle to participation.
- **Financial Discretion:** The Treasurer or Subscriptions Secretary has the authority to arrange payment by installments or remit fees based on an individual's circumstances to ensure financial barriers do not prevent participation.
- **Open Access:** Limitation of membership is only allowable based on available facilities and must be managed on a non-discriminatory basis

3. Conduct and Compliance

- **Codes of Practice:** By joining, all members agree to abide by the club's regulations and codes of practice, including the England Hockey Code of Ethics and Behaviour.
- **Zero Tolerance:** Behaviour on or off the pitch deemed to bring the club or sport into disrepute – including discriminatory actions – is grounds for removal of membership.
- **Disciplinary Action:** All complaints regarding member behaviour must be submitted in writing to the Secretary, with a committee hearing held within 14 days.

4. Data and Privacy

- **Special Category Data:** The club processes data regarding medical conditions or disabilities solely to ensure player safety and meet equity requirements.
- **GDPR Compliance:** All personal data is handled securely in accordance with current data protection legislation.

Policy Version Control

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