



## Equal Opportunities Policy

<b>Policy Name</b>	Equal Opportunities Policy
<b>Written By</b>	William Hardy – Club Secretary
<b>Reviewed By</b>	Jake Oakley – Club Chairman
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This policy exists in conjunction with policies laid out by The British Para Ice Hockey Association and England Ice Hockey



## Equality Statement

The Sheffield Steelkings Para Ice Hockey Club is strongly committed to the elimination of discrimination and the promotion of equality. The Steelking's equal opportunities policy is based on the principle that people are not discriminated against on the basis of race, religion, culture, ethnic origin, nationality, age, gender, sexual orientation, disability, or marital status.

The Steelkings will continue within its functions and policies to have due regard to the requirement to eliminate discrimination, bullying, and to promote equal opportunities and equality between people of different backgrounds.

The Steelkings recognise that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated.

## Policy Statement

The policy aims to achieve the five core values, which embrace and provide a framework within which all members can work:

1. **Equality** – recognition that everyone is of equal value and should be respected according to individual needs and abilities.
2. **Equity** – to be fair, reasonable, and just in all the club's activities.
3. **Empowerment** – helping individuals take on responsibility so that they can influence and participate in the club's decision-making process.
4. **Accessibility** – equal access for all members.
5. **Quality** – achieving the highest standards in how we operate.



The aims of the equal opportunities policy are:

- Work towards the elimination of discrimination, either direct or indirect, and all forms of harassment.
- Ensure that individuals are treated equally with respect to their specific needs, and that there is consistency in the club's approach to working practices and conditions.
- Be a role model and influence others through good practice.
- Be accountable to the members of the Sheffield Steelkings, and encourage active participation in the development and application of the club's policies, practices, and activities.

## Policy Guidelines

There is no single way that equal opportunities can be achieved: progress will be through a diverse number of factors, which are outlined below. These factors are fundamental in the implementation and incorporation of the core values that embrace equal opportunities and its practice.

- Consultation
- Continued Development
- Engagement with Communities
- Policy Review
- Training
- Resources



## Code of Practice

It is the responsibility of the Sheffield Steelkings through members, volunteers, and others acting on its behalf to work towards the implementation of its equal opportunities policy.

It is the individual responsibility of every member, irrespective of their position in the organisation, to ensure this policy is applied in practice. The Steelkings are committed to the elimination of negative images and language in its informal and official communications, especially the use of stereotypical views and material.

An additional responsibility falls on members who have specific coaching and management responsibilities.

The Steelkings and its members have a duty in accordance with the Equal Opportunities Policy to provide a space free of discrimination and harassment.