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EQUALITY, DIVERSITY AND INCLUSION AT CLIFTON ROBINSONS HOCKEY CLUB

What is Equality, Diversity and Inclusion? In the latest EH Framework on ED&I, it states the following;

* Equality is our overarching ambition. We must ensure everyone is valued, respected and supported to take part in our sport.
* Diversity recognises the benefits of different values, abilities, and perspectives.
* Inclusion of everyone based on their needs, leads to a fairer and more accessible sport, enjoyed by more people.

The Club wishes to help EH succeed in meeting its actions and initiatives aimed at achieving four key

outcomes:

• To reflect society and ensure hockey remains relevant in the 21st century;

• To ensure safe, respectful, inclusive cultures valuing and welcoming everyone;

• To create access for anyone from any background to participate in hockey;

• Ensure the reputation of hockey is regarded as excellent in its commitment to ED&I.

Our Current Position

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| Outcomes | Position |
| To reflect society and ensure hockey remains relevant in the 21st century; | The Club is an open door to anyone wishing to play hockey at every level. However, we recognise that making that step into a sport that is not universally played in schools or communities does present an invisible barrier. It is easy to see that without going into these communities to offer coaching, breaking down those barriers will be difficult. However, groups that are set up to ‘teach’ sport at junior schools and elsewhere can provide a possible conduit for players from new catchments. See below. |
| To ensure safe, respectful, inclusive cultures valuing and welcoming everyone; | Within the Club, the culture is one of enjoyment, progression and performance. Many, but not all adults, welcome juniors into ‘their environment’ and some juniors do not want to be in an adult environment, so to respect all sub cultures, the Club will continue to progress its multi-faceted approach to making sure there is plenty of room for everyone. That said mentoring and providing active support for juniors is the norm. The Cultural workshops attended by many from C-R has enabled the Club to look closely at itself and has triggered some positive action. This is limited only by available facilities and numbers of volunteers which we hope to grow. |
| To create access for anyone from any background to participate in hockey; | The aim is to more widely publicise our camps and introduce some come and play opportunities in conjunction with local organisations. Some links have been established that need to be taken forward to ensure positive outcomes. One such outcome will be to have more promising athletes from a broader range of schools attend the Talent Centre. |
| Ensure the reputation of hockey is regarded as excellent in its commitment to ED&I | The Club is looking to establish an external view of how it (and hockey) is seen/envisaged locally so that it can reach different audiences and can be seen to be more inclusive. |

6.2 Outreach Work

There is no formal policy in place. However, either through teaching staff of schools who are members of the Club, or occasional support offered by coaches in local schools or organisations, outreach work does exist. The Club Executive Committee are looking more closely at how this process can be put on a firmer footing.

There are semi-formal links with many schools but mostly fee paying.

C-R HC have collected and sent hockey equipment overseas (Africa) on several occasions in order to help hockey development in other nations.

6.3 Inclusion

The Club welcomes all ages and all standards. There is a stated aim to run a taster day for non-hockey players from surrounding communities to introduce them to hockey. We hope this will attract members from a broader range of schools and that some of these players will also attend the Talent Centre

6.4 Lower Socio-Economic Support

There is an overt philosophy, confirmed by the Exec Committee, that players in financial difficulty will be supported discretely. This is particularly so for young goal keepers.

6.5 Diverse Workforce.

The Club is fully integrated in terms of gender participation at every level and in all roles across the Club. Volunteers are welcome whatever their background provided they meet all EH volunteer guidelines. Coaches selected and encouraged to ‘operate’ the Talent Centre will be drawn from the widest possible net within the club, to include a spread of ages, young high performance players, a variety of cultural back grounds wherever possible and a gender balance to genuinely represent the Club and provide the very best environment for learning.

The EH Framework for E,D and I is available through this link <file:///C:/Users/mikel/Downloads/ED&I%20Framework%20230322%20low.pdf>