



Inclusion Policy

For the purposes of this policy, 'inclusion' means access for all. It means recognising differences between individuals/groups and providing opportunities for them to participate in Hockey regardless of those differences, whether this is as a participant, coach or staff member.

Xcel Hockey Coaching embraces diversity and differences, and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want our camps to be equally accessible to all members of society, regardless of their age, disability, gender, race, ethnicity, sexuality or social/economic status.

We will develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to coaches and participants to ensure that everyone can participate as fully as possible. The Inclusion Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate at our camps.

We will seek to ensure that we comply with the Equality Act 2010 and the characteristics protected by it and encourage our participants and staff to do so. We will seek to include everyone regardless of whether they have a protected characteristic or not.

Our aim is to create an environment where everyone feels:

- Welcome
- Represented
- Included
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification

Aims

The aims of the inclusion policy are to:

- Promote the development of knowledge and understanding of disability, equity and inclusion amongst our participants, leaders and coaches by the provision of appropriate guidance and training.
- Guide and support the integration of inclusive practice into our camps and all activities undertaken within them.
- Contribute towards growing and sustaining numbers of people from under-represented groups participating within our camps.
- Promote inclusion within Hockey wherever possible and in accordance with the provisions of the Equality Act.



We will

- Not tolerate discrimination, harassment, bullying or victimisation.
- Actively identify and reduce barriers to participation for under-represented groups.
- Consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given the opportunity to participate in all aspects of our camps.

There are a number of measures that we will take to ensure that we are working under the guidance of the Policy and within the requirements of the Equality Act (2010).

We will:

- Think positively about how we can include people rather than focusing on potential barriers to participation.
- Consider how our camps are promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.
- Encourage people to contact us to discuss their needs and requirements to facilitate inclusion and we will ensure we consider what reasonable adjustments could be made to enable them to participate.
- Develop the knowledge of coaches and leaders on disability, equity and inclusive practice by providing appropriate guidance and training.

We will talk to people

- As far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- Not make assumptions and will try to speak to people about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be made.
- We will make reasonable adjustments.
- We will demonstrate that every effort has been made to enable everyone to participate and that inclusion, not exclusion, has been the priority.
- If reasonable adjustments are required to make an activity accessible, then we will make those reasonable adjustments.