



ENGLAND
HOCKEY

EQUALITY, DIVERSITY & INCLUSION
FRAMEWORK

2022 - 2024

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Stone Hockey Club

England Hockey

Bisham Abbey NSC

Marlow

Buckinghamshire

SL7 1RR

www.englandhockey.co.uk

WELCOME

Thank you for engaging with this Equality, Diversity & Inclusion (ED&I) Framework. Everyone at England Hockey views this as a hugely important step for the organisation, but most of all it is crucial to the evolution and growth of hockey in this country.

There is much to be proud of within our great sport – we offer an open and welcoming community for people from different backgrounds. Whilst it is possible for us to reflect positively on steps taken within hockey so far, we also need to acknowledge the opportunity for significant growth and change. As the current custodians of the game, we want to pass the game onto future generations in an even better position than we found it.

Our Framework for ED&I is underpinned by two key aspects:

- Our clear statement of tangible intentions and accountabilities; and
- Our belief that sustained growth and change can only take place with the help and assistance of the whole sport.

Together we can create inclusive cultures for everyone within and new to our sport. England Hockey will be updating its overall strategy following Covid-19. This ED&I Framework provides a key building block, as ED&I sits at the heart of the new strategy. England Hockey has made an organisational commitment to put ED&I into all that we do for the game.

At England Hockey we have appointed a Sponsor for ED&I at Board level. Our intentions outlined in this Framework represent a permanent, long-term commitment. ED&I is a standing agenda item at Board meetings and regularly discussed and debated at internal working groups. Our leadership is made up of four women and nine men, with two from ethnically and culturally diverse backgrounds. Our goal is to improve diversity within our decision-making body and it is important to us that the Board represents both the game and wider society.

Alongside our Board and the members of staff at England Hockey, we have established an ED&I Advisory Group. Made up of knowledgeable and passionate volunteers following an open recruitment process, the Advisory Group provide oversight of the ED&I activities undertaken by England Hockey and will closely monitor execution of this Framework going forward. The Advisory Group has played a central role in the creation of this Framework. We are also held to account by our stakeholders at both Sport England and UK Sport. As custodians of public funds, they scrutinise our intentions and hold us to our ambitions to embed ED&I principles throughout England Hockey and the wider sport. Our leadership team welcomes the scrutiny and accountability they enforce.

The last 18 months have involved candid conversations regarding ED&I within hockey. This is a conversation we welcome, and we recognise the importance of open and honest dialogue to enable progression in a collaborative and constructive manner.

We realise the extent of our ambition, knowing it is necessary to achieve our vision to provide the opportunity for everyone to access and experience hockey. We have

faith that the hockey community will get behind it and do everything you can to drive and support this Framework. There are so many examples of amazing initiatives already taking place across the country – LGBTQ+ inclusion, community outreach in under-privileged areas, growth in Flyerz programmes – if we can all work together, we will be able to open doors which have been considered closed for too long.

ENGLAND HOCKEY LEADERSHIP

Royston Hoggarth | Chairman

Nick Pink | Chief Executive

Mike Stoddard | President

Angela Durnin | Board Sponsor for ED&I

Ed Barney | EH Staff

Rich Beer | EH Staff

Kuldeep Kaur | EH Staff

Andy Hunt

Richard Sykes

Kate Swann

Shelagh Everett

Simon Mantell

Dawn Bonner

Chris Reece

ED & I ADVISORY GROUP MEMBERS

Angela Durnin | Chair & England Hockey

Board Member

Dawn Bonner

Dominic Conricode

Sarah Evans

Alison Faiers | EH Staff

Kuldeep Kaur | EH Staff

Nigel Sellars

Jeevan Singh Chagger

Ella Slade

Graham Smith

Sam Strange

James Swanson





W H A T I S E D & I ?

- 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.

We believe diversity extends beyond protected characteristics to include all aspects of life - status, geography, economics, education, housing, physical and mental wellbeing. We must promote and maintain an inclusive environment that welcomes and values diverse backgrounds, thinking, skills and experiences. Being inclusive will feel different. People will know their voices and opinions are valued and will feel welcomed exactly as they are.

For us to achieve each of these will require us, on occasion, to take positive action to address an imbalance, an unfairness or an inequality.

E V I D E N C E W E R E L Y O N

When we embarked upon developing this Framework, we undertook the More Inclusive Sport Survey to provide us with insights and feedback from the sport. We intend to continue to seek feedback to ensure we have correctly identified the best solutions to improve the experience of everyone in the game. We need to ensure the barriers to entry for different socio-economic groups are removed and we need a framework that works to ensure the sport reflects the country as a whole. It is beholden upon those in positions of influence to listen to people within our sport and to seek the views from those who haven't yet been attracted to hockey.

We acknowledge we need to reach more children attending state schools. According to England Hockey and Youth Sport Trust data, 47% of state primary schools in England offer hockey, compared with only 31% of independent primary schools. Whilst this is promising, it is not yet reflecting the fact that 93% of children in England attend state schools and collectively we must reach as many state schools as possible, both primary and secondary.

W H A T I S T H E M A K E U P O F E N G L A N D H O C K E Y ' S S T A F F ?

At the time of writing, England Hockey administrative staff are 51% male and 49% female. However, if we look beyond gender, the demographic of staff is not reflective of the population. The governing body is also on a journey to ensure we reflect the society in which we sit. It is important we hold ourselves to the same expectations as those we have of the wider sport in England.

W H A T H A V E W E D O N E S O F A R ?

ED&I did not start today, we've been consciously working on it for some time and since 2020 have undertaken the following:

- ED&I training for staff, the Board and the Executive team;
- Stick it to Racism campaign launched by the GB hockey playing squads and supported by England Hockey, Scottish Hockey and Hockey Wales;
- Selection of ED&I Advisory Group;



- Recruitment of full-time Change Manager for ED&I;
- Hosting two national ED&I conferences;
- Development of ED&I Framework taking into account responses from More Inclusive Sport survey; and
- Introduction of a new Talent Strategy and Framework intended to improve accessibility for talented young players from all backgrounds.

WHAT WE WANT TO ACHIEVE

'We' is the entire sport coming together with a common goal, it is our job to lead the way and with the help of all those involved in the game we can achieve the change we want to see.

If we are to make hockey reflective of society and truly inclusive, we must be honest with ourselves. Striving for better does not mean we alter everything, but we must take a mature approach to the growth and development of hockey.

- 'I don't think hockey has a problem with racism'
- 'I know of loads of lesbian players so I can't see a problem with inclusivity'

There's a fair chance we've heard these or similar phrases in the past. We need to move away from these outdated viewpoints and this Framework outlines how the sport can collectively do that. It is England Hockey's role to lead the way and ED&I is at the core of our values.

The Framework consists of 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; and
- Ensure the reputation of hockey is regarded as excellent in its commitment to ED&I

The Framework is a blueprint for the future. Our intention is for our ambitions to evolve as we achieve our intended outcomes. Being clear in our intentions regarding access to the sport will bring like-minded partners for us to work with locally and nationally. Our intention throughout the Framework is to take a consultative approach with people from both inside and outside hockey, we will actively listen to their experiences alongside our data-led approach. We will promote and celebrate the best examples of inclusive behaviours and practices. Where clubs lead the way, we will promote their efforts. Our accreditation requirements will be meaningful, ensuring local community engagement.

England Hockey cannot make these changes alone. Our role is to lead the sport and support clubs, leagues, areas, coaches, umpires and volunteers to create great experiences for people. We need to replicate that welcoming feeling when a new player picks up a stick for the first time. The openness of a coach to adapt to different players and the generosity of volunteers focused on bringing new players into the game.

REFLECT

REFLECT SOCIETY AND ENSURE HOCKEY IS RELEVANT IN THE 21ST CENTURY



Our ED&I Framework derives from 4 strategic outcomes which are our focus over the next 3 years in order to address the inequalities in our sport.

Reflect: we want our sport to be reflective of society in England. We want to be relevant to everyone in the 21st century.

Cultures: we want people within our sport regardless of their role and

participation level to feel safe, valued, respected, welcomed. Hockey will generate a sense of belonging and engagement.

Access: We want to break down any barriers to access enabling everyone to take part.

Reputation: We want hockey to be positively regarded as an inclusive, diverse and welcoming sport.

Our first strategic outcome 'reflects' our determination to drive fair and equitable representation of society in England. We believe the benefits of relevance and representation permeate our clubs, schools, competitions, areas, talent systems and national teams.

The last two years have widened the participation gap. Schools are focused on catching up on academic curriculum rather than prioritising sport and families are facing competing priorities forcing difficult decisions about where to prioritise time and finances.

We are committed to ensuring people from all ethnicities, genders, and socio-economic backgrounds are able to experience the physical and psychological benefits from playing hockey. We believe the very foundations of hockey (wide geographical distribution, opportunities regardless of gender, pan-disability programme – flyerz, and respectful LGBTQ+ environment) provide the platform to expand our sport in a diverse and inclusive way.

We know hockey differs depending on where you play throughout the country. We're not looking to create a one size fits all approach, instead we will support our hockey family to connect with societal groups not currently playing our game in their local areas.

In order to determine our targets and measure our progress, we will extract the key themes from our More Inclusive Sport survey. Taking an evidence-based approach, we will seek to further understand the areas in which we aspire

to make a difference. We will identify the relevant demographics where there is inequality in our sport and we will proactively attract, progress and retain hockey players, volunteers, supporters and officials from within those demographics. We will ensure all our programmes, events and hockey related activity are open and accessible to all.

We will hold ourselves to account and regularly monitor our progress, where we do not have the data required to do so we will actively and reliably source it. Annually we will review our progress and re-confirm the achievability of our targets. The quantitative analysis from this outcome will be enhanced by qualitative data derived from our focus on cultures, access and reputation.

The economic benefits of ensuring a representative and relevant hockey nation are obvious, but the wider physical and mental health benefits are more important. The meaningful achievement of this plan will improve the experience of our clubs, our competitions and our talent system. The entire sport will benefit from an enrichment of perspective, a renewed energy and an extended population of players, officials and volunteers.

A C T I O N	S U B A C T I O N
We will identify gaps in our data & insight and make plans to resolve them	We shall undertake an audit of the data we collect, identify gaps in the data when compared with what we need to measure our outcomes in relation to ED&I. Once known, we will ensure our data gathering includes all data points required in order to measure, monitor and drive our ED&I commitments.
We will improve the range of diversity data we collect and monitor people's confidence to complete it	Establish robust on-going data capture on the demographics of participants – players, volunteers, coaches, umpires throughout the game including in our talent and performance environments.
We will act on insight and data	The Advisory Group shall evaluate the progress and effectiveness of our Action Plan annually using the data and insight we have gathered and provide a report to the England Hockey Board.



CULTURES

SAFE, RESPECTFUL INCLUSIVE CULTURES
VALUING AND WELCOMING EVERY PERSON



For hockey to be enjoyed by all it must operate environments, systems and structures allowing people from all backgrounds to feel comfortable and supported. We know this size of cultural change requires winning hearts and minds alongside showcasing behaviours that reinforce our culture and calling out behaviours that don't. We want everyone part of the game to have the language, tools and safe spaces to be accountable for the culture without fear and in the knowledge that it protects the spirit of our game.

It is our aim to improve the experience of players, deliverers and leaders through making sure our spaces are physically and psychologically safe, available in a way that fits modern life alongside valuing all who participate in our sport. This will involve understanding and combatting any barriers underrepresented groups face.

As part of this outcome, we will strengthen relationships from England Hockey, areas and clubs to the playing field that are safe and foster a feeling of belonging. We want all to feel welcome and be their true self while interacting in our environments. We will listen regularly and attentively to understand views from across the game. Using this insight we will shape our interventions giving everyone a voice in shaping the hockey that this offered to them. All our leaders will be tasked with making inclusion part of their role and given the necessary training and support to nurture the environment we wish to create.

ACTION	SUB ACTION
We will make the culture at England Hockey more inclusive	<p>We commit to:</p> <ul style="list-style-type: none"> Advertising every role/vacancy through more diverse methods of recruitment - specifically for those underrepresented in our workforce Providing ED&I training to every staff member and contracted worker Creating ED&I specific objectives for every staff member Developing positive action opportunities for staff
We will support the key people in hockey to implement change	<ul style="list-style-type: none"> A) Train and support area discipline panels, EHO Branches and officials at all levels of our game, to ensure a consistent response to behaviour on the pitch B) Inclusive cultures training provided to talent centres and talent academies to achieve accreditation. Offered across the sport to England Hockey coaches and clubs from September 2022. C) Implement a network for coaches and other support personnel in the talent system and support them to make the environments welcoming for all, so that players feel able to authentically belong. D) New support and training will be provided to coach developers and officiating tutors to make our training accessible and relevant to as many people as possible. E) We will deliver a training programme for players, parents, coaches and support personnel from Talent Academies to Senior sides, focused on creating more inclusive environments for underrepresented groups.
We will listen to feedback and reduce barriers we find	<ul style="list-style-type: none"> A) Create forums for people from underrepresented groups to talk, listen, share and feel able to recommend improvements to decision makers. B) Identify barriers that coaches and umpires face and improve the opportunities for coaching and officiating across the game. C) We will listen to the players from across the talent environments and act to remove barriers identified. D) Annually in Talent Academies, England Age Group and Performance programmes there will be a process for players (and parents of u18s) to input and feedback on their experiences.





ACTION	SUB ACTION
<p>We will increase confidence amongst our members to create inclusive environments</p>	<ul style="list-style-type: none"> A) Promoting the work of clubs who are demonstrably engaged with their local community and share best practice. Review the community engagement requirements in Clubmark and the Talent Framework to ensure fit for purpose. B) Support will be focused around engaging and listening to members, including children, young people and underrepresented groups. C) Supporting clubs and competitions with their own work on ED&I, through club forums and the #ChangeStartsTogether conferences throughout 2022 and 2023. D) Work alongside clubs, areas, and counties to encourage increased diversity and representation in their volunteer networks.
<p>We will create relevant and meaningful participant feedback which shape our future plans</p>	<ul style="list-style-type: none"> A) Undertake 2 feedback surveys per year, one full survey and a short pulse survey. B) Undertake fan consultations pre and post major events. C) We will overcome anecdotes and high level summaries by reviewing survey and feedback responses by demographics. We shall start this work by revisiting the More Inclusive Sport Survey and focus on responses from underrepresented groups. D) Areas to obtain a clear picture of hockey in their locality, identifying future opportunities to reach more of their local communities.

ACCESS

CREATE ACCESS SO THAT ANYONE FROM ANY BACKGROUND CAN TAKE PART



Our ambition is to improve the access to our sport and to enable anyone, whatever their background, to take part as they wish. We want as many people as possible to experience hockey. This means creating opportunities for people to try the sport for the first time whether as a player or a fan; and also making it easier for people to develop through the sport. That development could be into umpiring, coaching, wider volunteering, or for some players with

potential, into the talent systems. Whatever opportunities our sport offers, they must be open to everyone. We will support clubs, and the leaders within them, with training and guidance so they are confident in offering hockey that's accessible to all.

As a game we shall provide different options, experiences and opportunities for people to flourish and take part as they would wish. Quite often this will

mean us working with partners who have more experience and expertise. Working with others and using the insight we gather, we shall collectively remove the barriers people tell us hold them back.

We also want to make sure that we see increased representation of people from all parts of society playing, volunteering and being part of our decision-making structures. There is a known connection

between improved representation and better decision-making which we need to harness to help our sport flourish. Everyone must feel able to take part and believe that their experience is valued. We shall tell the stories from the game showing "people like me" to the widest possible audience and ensuring that all parts of our game can be enjoyed by everyone. Together we shall safeguard the future of the sport by opening up the game.

ACTION	SUB ACTION
We shall use the Commonwealth Games to promote Hockey to specifically identified groups who have never had a chance to play before	We will work with schools, clubs and communities around Birmingham to offer Hockey Heroes, Flyerz and other adapted versions of the game in new places to reach new people.
We shall make sustainable community links between clubs and state schools	We shall work with clubs to connect with more state schools.
We will have targeted programmes for underrepresented groups to make the pathways more accessible	<p>A) From January 2023 we will support a cohort of state schools linked to Talent Academies or Talent Centres with the aspiration to develop their hockey provision for high potential players.</p> <p>B) We will continue to support a cohort of approx. 130 state school players at talent development stage through the DISE programme. We will review this programme to ensure we maximise its impact in supporting the most-high potential state school players to progress to national programmes.</p>
We shall undertake a review of our rules and regulations within the game, including assessing them in relation to their impact on inclusion.	<p>A) We commit to reviewing the trans participation policy in 2022.</p> <p>B) We will ensure that there is a full consultation and review of the Code of Ethics ready for the 2023/24 season.</p>





ACTION	SUB ACTION
We will establish insight from outside hockey to shape the game's offers	We will seek the views of people who aren't involved in the game to understand the barriers they perceive as to why the game doesn't appeal to them. Our initial focus will be with ethnically and culturally diverse communities
We will increase opportunities to play for people with disabilities and long term health impairments	We will seek further funding and then partner with Access Sport, Special Olympics and health agencies to promote and offer Flyerz, HockeyID, and walking hockey in more places to more people.
We will listen to feedback and reduce barriers we find	<ul style="list-style-type: none"> A) Develop opportunities and engagement programmes to assist underrepresented groups e.g. we will work with newly qualified female officials to increase appointments. B) Amend match kit regulations & guidance to leagues and clubs so that everyone can feel comfortable to play
We will establish the right foundations for people to have a great experience in the game	Create a Children and Young People's Framework which will meet their needs to keep them safe, valued, having fun, and involved in the game.

ACTION	SUB ACTION
Through our Events Strategy we will reach new participants and fans	<ul style="list-style-type: none"> A) We will provide tickets for major matches to local communities to connect with hockey and for hockey foundations to provide to programme participants. B) Showcase international matches (that are awarded to England Hockey) across the country, starting with Durham 2022, utilising big stadium tech in new venues where possible. C) Implement an inclusive ticket and retail pricing policy. D) Support Hockey Futures and other charitable hockey initiatives through major matches and events, including offering voluntary donations during ticket purchase and in venue.
We will proactively support measures to increase provision of sport in state schools	<p>Work with Youth Sport Trust, the School Sport and Activity Forum, the Team Sports group and others, in working with, and lobbying, government for better provision of physical activity and sport in all schools.</p>



REPUTATION



ENSURE THE REPUTATION OF HOCKEY IS REGARDED AS EXCELLENT IN ITS COMMITMENT TO ED & I

How people feel about hockey is hugely important. And how people feel about the sport's ED&I progress is an essential part of that.

If you are already inside the sport, you have a first-hand experience that shapes your perception. But what about those who are outside the sport, who wish to be included but are unsure whether they will be welcomed? It is vital that they know and recognise the work the sport is undertaking, and for them to feel that hockey is a fun and welcoming safe space.

And it is equally important that everyone both inside and outside hockey understands England Hockey's plans and trusts the governing body to do the right thing for the greater good.

With that in mind, it is essential that this plan creates actions which shine a light on existing work, help to amplify new programmes and also present the sport in its truest light. The governing body will strengthen its communications around ED&I, and crucially will also help clubs and other organisations to tell their own story and promote the good work we know is already taking place.

It is important that England Hockey holds itself and the sport accountable on progress, and we will sign up to independent external assessment processes and make updates public, in line with the Code for Sports Governance. We will also benchmark against other sports and similar organisations.

It is also essential that our code of ethics is underpinned by best practice with regards to communications. We must also be clear about the limits of our influence and where we need help.

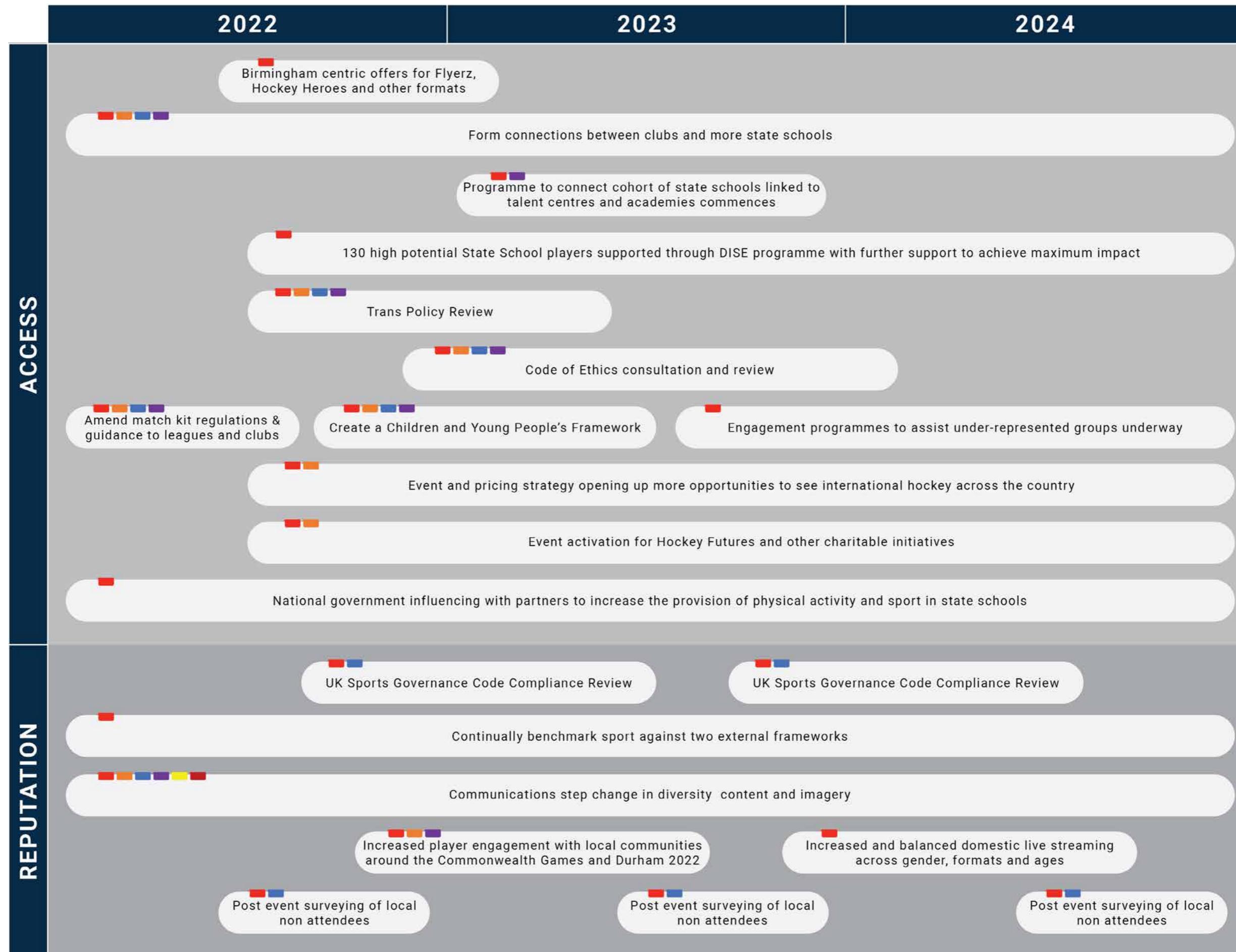
With all of these tasks in motion, it is our belief that hockey's reputation is best served, making it the most inviting and safe space it can be.

ACTION	SUB ACTION
Benchmark ourselves against other sports and sectors	Benchmark England Hockey and the participation in the sport against external frameworks – as a minimum 2 equality frameworks (one sporting if possible) and the Code for Sports Governance. Submit our demographic data to sector scrutiny.
We will promote our game in new ways and to new audiences through our events strategy and a communications review	<ul style="list-style-type: none"> A) We will review the way we communicate within our game and promote the sport. B) When we promote our sport, we will use diverse images that highlight the true range of people in the sport. C) Increase international player engagement with local communities D) Increase number of live stream broadcasts of domestic finals, equally split across formats and ages. E) Ask people who haven't been to major hockey matches, particularly those local to the venues, "why didn't they go?"



APPENDIX

	EH	CLUBS	AREAS	TALENT CENTERS/ ACADEMIES	EHO / MATCH OFFICIALS	COUNTIES				
	2022		2023		2024					
REFLECT	Data Audit		Establish consistent data points bridging gaps		Collect and use data insight					
	Set up diversity data capture mechanisms across game		Collect, use and improve data insight		Collect and use data insight					
	Advisory Group review all benchmarking and survey data and report to Board		Advisory Group review all benchmarking and survey data and report to Board		Advisory Group review all benchmarking and survey data and report to Board					
	Recruitment targets under-represented groups and use diverse recruitment methods									
	Training Cohort 1		Training Cohort 2		Training Cohort 3					
	ED&I objectives set		ED&I objectives reviewed and refined							
	Creation of a network of deliverers who are ED&I trained and supported									
	Listening forums established		Listening forums active and providing regular insight							
	Regular game wide learning through conference, webinars and forums									
	Clubs with best practices regularly identified and publicised									
CULTURES	Areas supported to understand demographics of their locality and opportunities to attract new participants									
	Talent Academies, England Age Group and Performance programmes annual feedback process									





England Hockey
Bisham Abbey NSC
Marlow
Buckinghamshire
SL7 1RR



01628 897500



enquires@englandhockey.co.uk

www.englandhockey.co.uk

