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EQUALITY, DIVERSITY AND INCLUSION POLICY

Hoopers Inc(lusive) is committed to fostering diversity and creating equity within its very being.

In doing so we will strive to unite backgrounds, beliefs, abilities and experiences within an environment where every member feels valued and our committee works together to achieve meaningful outcomes for our members.

Our Credo outlines our responsibility to create an inclusive environment and respect the dignity and diversity of all people. It guides how we engage with one another and inspires us to take purposeful action to support every member, members friends and family and any spectator at our events.

Diversity and inclusion (D&E) is every committee members responsibility and is led by our Diversity and Inclusion Lead Laura D'Allen.

Our Diversity and Inclusion Policy sets out the principles and requirements by which Hoopers Inc(lusive) will enhance D&E throughout our organisation.

The Policy is applicable—but not limited—to our practices on recruitment and selection of committee members, benefits; development and training, and the ongoing development of a competition environment built on the premise of gender and diversity equity.

The Policy applies to all committee members, organisation members and anyone conducting any work or discussion on behalf of Hoopers Inc(lusive)

Our D&E strategy is guided by both internal and external insights, best practices and continual feedback from those who attend our events and committee members to keep at the forefront while diversity changes by location, inclusion is the same everywhere.

This approach will allow us to continually evaluate our D&E strategy to ensure it remains relevant to meet the changing demands of the members we serve.

Our D&E Policy strives to foster a culture of inclusion where every individual belongs, feels welcomed and has an equal opportunity within our organisation, to foster a culture of belonging aligned to and that reflects local nuances and regional differences around the UK.

We feel it is critical to embed D&E into our business strategies to better serve the needs of our diverse members and committee members. We believe this approach positions our organisation to deliver on our promise to make Hoopers inclusive for all by a focus on achieving equitable access to our organisation and events.

In doing this we will endeavour to tailor our tools, resources and mindsets to meet the unique needs of individuals, so everyone has a fair opportunity to participate and contribute to their fullest potential.

At Hoopers Inc(lusive) our ethos and thinking around D&E is everyone belongs, a space where all of us have a responsibility to be accountable and empowered to drive change in the sport through asking people to be themselves, to not conform and to ensure at no point are we creating a culture where you must conform to a set style to be able to take part and progress.

Our vision is for every person to use their unique experiences, backgrounds and abilities together—to spark solutions that create a better, healthier sport.

Our mission: to make D&E how we operate every day, to make D&E our unique way of doing business. We will strive to advance our culture of belonging where all backgrounds combine to unleash the potential of the brilliant mix of people, in every aspect of Hoopers Inc(lusive).

We will create equity by tailoring the sport to meet individual needs, and by continuously improving our processes, courses, judges and committee members knowledge so everyone has the opportunity to reach their full potential.

Responsibilities: D&E is everyone's responsibility at Hoopers Inc(lusive). Every committee member will be trained on D&E and is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.
- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative within the organisation.
- Focusing on conscious inclusion to be more intentional with our actions to drive diversity, equity and belonging.

The D&E Lead is accountable for specific DEI responsibilities and for achieving D&E outcomes as part of their role.

These responsibilities include but are not limited to:

- Ensuring that decisions which may impact D&E are free from discrimination.
- Setting D&E goals to foster diverse representation and an inclusive environment within the committee
- Engaging in conscious inclusion and other behaviours that promote equity.
- Mitigating potential unconscious bias in judging practices.

- Drawing from a broad pool of talent within the committee in order to inclusively reach those who may normally feel excluded from the sport and ensure all committee members understand and encourage the participation of marginalised groups or communities.
- Providing reasonable accommodations for individuals with a disability, gender identity and for those with needs related to their religious observance or practices of personal religious expression. A reasonable accommodation depends on the facts and circumstances, and is addressed on a case-by-case basis.
- Creating an inclusive and safe environment that supports D&E and behaviours that reinforce our values. This includes:
 - o Ensuring the environment is free from discrimination, harassment and bullying.
 - o Consistently displaying inclusive leadership behaviours, valuing all perspectives and listening to diverse points of view.
 - o Role modelling inclusive and respectful behaviour in the work environment and all work-related activities.
 - o Encouraging committee members to collaborate, make suggestions, and respect and listen to diverse opinions.
- Cultivating a culture that inspires respect for all committee members, those who hold membership with Hoopers Inc(lusive) their friends and families, spectators, customers, vendors, contractors and others in the environment.
- Bringing to the committee and the Chairman when becoming aware of any person who may be subject to discrimination, harassment or bullying.
- Appropriately addressing any other behaviour not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity or inclusion.
- Following appropriate internal procedures and policies for D&E communications and programs.

Discrimination, Harassment and Bullying: Hoopers Inc(lusive) provides equal opportunities for event attendance.

We do not tolerate discrimination against any organisation member, their friends, family or spectators based on personal characteristics, such as:

- race
- colour
- religious beliefs
- pregnancy (including childbirth or related medical conditions, as well as breastfeeding needs)
- gender
- sexual orientation
- gender identity or expression
- transgender status
- national origin
- ethnic origin or background
- social origin
- family or marital status

- age
- disability (physical or mental)
- medical condition
- veteran's status or military service

We provide reasonable accommodation to individuals with a disability as well as individuals with needs related to their religious observance or practice. All of us have a right to participate in an environment free from the demoralising effects of harassment or unwelcome offensive or improper conduct.

Our organisation will not tolerate harassment, bullying or conduct that could lead or contribute to harassment of any persons. We also will actively seek to protect all members from harassment or bullying by non-members across all platforms.

If a committee member or organisation member believes that they or another individual has been subjected to conduct prohibited by this Policy, the person is urged and expected to report the relevant facts promptly. A member may make a report either verbally, or in writing to the Diversity and Equality and Grievance lead, Laura D'Allen who will commence an investigation.

Committee members may raise a concern or issue through contacting Diversity and Equality lead, Laura D'Allen and the chairman, Julia Connett. should the issue be around the chairman they should contact the Diversity and Equality and Grievance lead Laura D'Allen who will commence an investigation.

Hoopers Inc(lusive) take allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

Prohibition of Retaliation: Hoopers Inc(lusive) will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

Consequences: Any persons who do not comply with this Policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate action, up to and including removal from the organisation.

Considerations: Consistent with our ethics Hoopers Inc(lusive) will at all times comply with any UK law around Diversity and Equality.