

National Equality Steering Group Terms of Reference

Purpose of the National Equality Steering Group.

The purpose of this steering group will be to support Hockey Wales' and the Golf Union of Wales' direction of travel in relation to equality and inclusion. The group will scrutinise, support and challenge the direction of travel of each National Governing Body. The group will also support both Governing Bodies in achieving relevant equality standards and awards.

The National Equality Steering Group will help draw on good practice from other organisations and National Governing Bodies as well as promoting successes of Hockey Wales and the Golf Union of Wales.

Key Objectives.

- Embedding – ensuring equality is embedded across both sports (organisationally and community).
- Communicating – promoting opportunities and key equality messages.
- Advise – offer support and professional advice in order to create change.
- Challenge – scrutinise both organisation equality plans and direction.

Officers of the Group.

- Chairperson
- Hockey Wales Lead Equality Officer
- Gold Development / Union of Wales Lead Equality Officer
- Communications / Research Officer
- Representatives for the following equality strands;
 - LGB&T
 - Women & Girls
 - BME
 - Disability
 - Child Poverty
 - Welsh Language

Responsibilities of the National Equality Steering Group.

The National Equality Steering Group will be responsible for:

1. Help support embedding equality into policy and programmes.
2. Influencing and supporting community clubs.
3. Sharing of good practice and insights.
4. Support developing pathways and ensuring coach education is inclusive.
5. Communicate with key stakeholders and partners.

6. Raise awareness of equality.
7. Measure the impact of programmes and interventions.
8. Lobbying for funding.
9. Support with Equality Impact Assessments.
10. Support both organisations with presentations and submissions.

Frequency of meetings

The group will meet at 4 times per year plus any other meetings deemed necessary.

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