



EQUITY POLICY

Bowls England has a desire and a duty to provide services fairly, without discrimination, and is fully committed to the principles of equality of access and opportunity. It is widely recognised that sport has an important role to play in society. In this respect Bowls England has developed this Equity Policy to illustrate its commitment to the principles of equality of opportunity.

As attitudes in sport and society are changing, it is appropriate that Bowls England continually monitors its own policy and implementation programme, thereby encouraging equity in the sport of Flat Green Outdoor Bowls. Bowls England will make a genuine commitment to provide for all sectors of Society.

This Equity Policy is aimed first and foremost at the Board and Employees of Bowls England, Clubs, Counties and the membership is general.

The following Policy Document sets out a number of proactive steps that will be taken to ensure the principles of sports equality are adhered to throughout Bowls England.

EQUITY POLICY STATEMENT:

Bowls England is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief. Bowls England will ensure that everyone who wishes has an equal opportunity to participate in the sport at all levels and in all roles.

PURPOSE:

It is the aim of Bowls England to ensure that all employees/members, at present or in the future, are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

COMMITMENT TO ACTION:

- Bowls England will implement this policy by the production of an Equity Action Plan, whereby specific actions will be established to address inequality and promote equity.
- Bowls England will provide appropriate training to its employees, the Board, Counties and Clubs and any other key volunteers to raise awareness of both collective and individual responsibilities.
- Bowls England will publicise this policy to all employees, members, volunteers and officials through its website and club mailings.
- Bowls England will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

PRIORITY GROUPS: Bowls England recognises that the following five social groups are under represented in sport in the UK:

- Women and girls
- Disabled people
- Ethnic minorities
- The socially deprived (those on low incomes or those who live in areas of high deprivation)
- People of certain age categories (older people, 45 years plus)

LEGAL RESPONSIBILITIES: The Law requires Bowls England not to discriminate against its employees, members and volunteers and it recognises its legal obligation under the following legislation:

- Sex Discrimination Acts, 1975, 1986 and 1999
- Race Relations Act, 1976 (and amendment in 2000)
- Equal Pay Act, 1970 and 1983
- Human Rights Act, 1998
- Disability Discrimination Act, 1995 and 2004
- Disability Rights Commission Act, 1999
- Rehabilitation of Offenders Act, 1974
- The Children Act, 1998
- The Employment Protection (Consolidation) Act, 1978
- Employment Equality (Sexual Orientation) Regulations, 2003
- Employment Equality (Religion and Belief) Regulations, 2003
- Gender Recognition Act, 2004
- Civil Partnership Act, 2004
- Employment Equality (Age) Regulations, 2006
- Equality Act, 2007

DISCRIMINATION, HARASSMENT AND VICTIMISATION: Discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

Direct Discrimination: Treating someone less favourably than you would treat others in the same circumstances on the grounds of their age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

Indirect Discrimination: This occurs when, for example, a job requirement or condition is applied equally to all, which has disproportionate and detrimental effects upon one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

Harassment: Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be, for example, of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such

behaviour is unacceptable and cannot be excused on the grounds that the harasser did not intend it.

Victimisation: Victimisation can be described as when one person is, for example, treated less favourably than others because he or she has taken action against Bowls England under one of the relevant Acts/Regulations (previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

Bowls England regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

IMPLEMENTATION: All Bowls England recruitment and membership material shall include the equity policy statement. This policy document will be available to all employees, members, volunteers and officials.

All employees, members, clubs, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Bowls England has empowered a designated person to oversee the implementation of this policy that will monitor and evaluate its effectiveness.

COMMUNICATION: Bowls England will communicate this policy to all its employees, members, volunteers, officials and clubs using its website and club mailings.

MONITORING AND EVALUATION: This policy will apply for a period of three years during which time Bowls England will monitor and evaluate its success regularly.

COMPLAINTS AND DISCIPLINARY: To safeguard an individual's rights under the policy, an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member, volunteer, official or club who violates Bowls England's Equity Policy.

Where the violation of the Equity Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Disciplinary procedures are available from Bowls England.

EQUITY PLANS

- The Equity Action Plan is available from Bowls England.