

# **VARDRE BOWLING CLUB (DEGANWY)**

## **Equality, Diversity and Inclusion Policy**

### **Legislation**

This policy has been drawn up to comply with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics', which are:

- ethnic origin, nationality (or statelessness) or race
- age
- disability
- religion or belief (including the absence of belief)
- marital or civil partnership status
- sexual orientation
- pregnancy
- gender identity and expression
- gender reassignment

### **Aims of this Policy**

Vardre Bowling Club will strive to ensure that members do not experience discrimination on the basis of their protected characteristics. We aim to make a welcoming environment for all, promoting equality and ensuring that it is truly accessible to everyone.

The Equality Act highlights that organisations need to consider what '**reasonable adjustments**' can be made in order to accommodate those who may have particular needs. Vardre Bowling Club will endeavour to make the reasonable adjustments needed where necessary and keep these under review.

Vardre Bowling Club has regard to the specific requirements contained in the British Crown Green Bowling Association 'Laws of the Game of Crown Green Bowls' as adopted on 5th March 2022, namely D13, 5.3, 5.4 and 5.5, and any subsequent update adopted.

### **Dealing with Discrimination**

Vardre Bowling Club has in place a Code of Conduct which outlines members requirement to act and behave with respect, without discrimination and in line with adopted policies of the Club and relevant National Bodies. It also has in place a Disciplinary Policy which details informal and formal procedures which will be invoked in the event of inappropriate behaviour by any member or members.

*Members will be made aware of this Policy and its contents, via the Club's noticeboard and website.*

### **Definitions**

**Equality** is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics. Promoting equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.

## **VARDRE BOWLING CLUB (DEGANWY)**

**Promoting diversity** is about recognising that everyone is different and creating an environment that values members and ensuring that bowling is as accessible as possible to different groups within the community.

**Inclusion** is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.

**Direct Discrimination** is when a person is treated less favourably because of their ethnic origin, nationality (or statelessness) or race, age, disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, and gender reassignment.

**Indirect Discrimination** occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.

Date agreed: 29<sup>th</sup> September 2023

Date for Review: 3 years from agreement, or before if necessary.