

*NAILSWORTH MILLS
BOWLING CLUB*

**EQUALITY
AND INCLUSION
POLICY**

THIRD EDITION – February 2018

Introduction: Nailsworth Mills Bowling Club recognises its legal obligation under the Equality Act 2010. It has a desire and a duty to provide sporting facilities/services fairly, without discrimination, and is fully committed to the principles of equality of access and opportunity. No member will receive 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.

This Equality and Inclusion Policy Document will be reviewed annually at the first meeting of the Management Committee elected at the previous AGM.

Statement of General Policy:

- to ensure everyone who wishes will have an equal opportunity to participate in the sport at all levels and in all roles.
- to ensure all members at present or in the future will be treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.
- to ensure discrimination, harassment or victimisation will be regarded as serious misconduct and any member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.
- to safeguard an individual's rights under the Policy a member, who believes that he/she has suffered inequitable treatment within the scope of this Policy, may raise the matter in writing to the Management Committee. The Committee will act in accordance with Bowls England disciplinary procedures.
- to ensure, where the violation of the Equality and Inclusion Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.
- to ensure the Equality and Inclusion Policy is posted prominently in the Clubhouse.

Responsibilities:

- All members have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this Policy.

Definitions:

- In this Policy discrimination, harassment and victimisation have the following meanings:
 - 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 - a 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 situation.
 - Harassment - inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. Such behaviour is unacceptable and cannot be excused on the grounds that the harasser did not intend it.
 - Victimisation - when one person is treated less favourably than others because he or she has taken action under the Equality Act 2010 or provided information about discrimination, harassment or inappropriate behaviour.

