



ASHCOMBE PARK BOWLING CLUB

Equality Policy

Ashcombe Park Bowling Club (A.P.B.C.) is responsible for ensuring that no Member, Member applicant, volunteer, or employee (together the 'stakeholders') receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (together the 'Protected Characteristics').

In addition, A.P.B.C. will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic background.

A.P.B.C. will endeavour to ensure that everyone who wishes, has an equal opportunity to participate in the sport of bowls at all levels and in all roles.

It is the aim of A.P.B.C. to ensure that all Members at present or in the future, are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct, or indirect.

A.P.B.C. will publicise its Equality Policy to all stakeholders through its website and in the Club Policy File.

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

1. Introduction

1.1 Ashcombe Park Bowling Club 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 A.P.B.C. has developed this Equality Policy to illustrate its commitment to the principles of equality of opportunity.

1.2 As attitudes in sport and society are changing, it is appropriate that A.P.B.C. continually monitors its own policy and implementation programme, thereby encouraging equity in the sport of bowls.

2. Legal Requirements

2.1 A.P.B.C. is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by, the requirements of the Equality Act 2010 and any equivalent legislation (as amended),

2.2 A.P.B.C. will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

3. Discrimination, harassment, bullying and victimisation

A.P.B.C. recognises the following as being unacceptable.

3.1 Unlawful Discrimination

Unlawful discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

3.1.1 Direct Discrimination: Treating someone less favourably than you would treat others in the same circumstances on the grounds of the protected characteristics

3.1.2 Indirect Discrimination: This occurs when, for example, a membership 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.

3.2 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.

3.3 Bullying

Bullying is the misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.

3.4 Victimisation

Subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

2. 3.5 A.P.B.C. regards discrimination, harassment bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

4. Reasonable Adjustments

4.1 A.P.B.C. recognises that it has a duty to make reasonable adjustments for disabled persons.

4.2 A.P.B.C. will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in the sport of bowls.

5. Responsibilities

The following responsibilities will apply.

5.1 Ashcombe Executive Committee (AEC) of A.P.B.C. is responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The AEC is also responsible for ensuring that this Equality Policy is enforced, and any breaches are dealt with appropriately.

5.2 The A.P.B.C. Chair has the overall responsibility for the implementation of this Equality Policy.

5.3 All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy

6. Implementation

6.1 A.P.B.C. will regularly review practices to ensure continuing compliance with relevant legislation, and where possible good practice.

6.2 No applicant for Membership will be placed at a disadvantage by requirements or conditions or which constitute unlawful discrimination.

6.4 This policy document and supporting guidelines will be available to all stakeholders.

6.5 All stakeholders have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

7. Complaints and Disciplinary

7.1 To safeguard an individual's rights under the policy, any stakeholder who believes that they have suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

7.2 Appropriate disciplinary action will be taken against any stakeholder who violates the A.P.B.C. Equality Policy.

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