

Angel (Tonbridge) Indoor Bowls Association Limited

Equality, Diversity and Inclusion Policy

Bowls is a 'Sport for all'. It can and should be enjoyed by, and made accessible to, everyone.

Angel (Tonbridge) Indoor Bowls Association Limited ("the Club") aims to have an atmosphere of friendship, dignity and respect for each other, members of staff, our guests and our visitors. We are committed to treating all people equally and with respect irrespective of their age, disability, sex, marriage or civil partnership, pregnancy or maternity, race, religion or belief, gender reassignment, or sexual orientation.¹

Every member of the Club, members of staff, guests and visitors should be made to feel equally welcome and able to be included in all relevant activities.

This policy and the terms of the Equality Act 2010 shall also apply, to the fullest extent possible, to all organisational and administrative processes within the Club. For example, but not limited to, recruitment of staff, recruitment of new members and committee membership.

The Club shall:

- positively encourage involvement, membership and participation from all sectors of the community ensuring that bowls is accessible to as many people as possible
- ensure that everyone feels a valued member of our Club
- take positive action to increase the involvement from underrepresented groups in all aspects of our Club
- recognise the need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people
- promote an open and honest culture that values diversity and promotes equality of opportunity
- oppose discriminatory behaviour and deal with any incidence of discriminatory behaviour seriously, according to the Club disciplinary procedures

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, for example but not limited to,

¹ These are the prescribed 'protected characteristics' in the Equality Act 2010

sexist or racist jokes or terminology which is derogatory to someone with a disability.

All Club Members have a responsibility to promote equality of opportunity and challenge discriminatory behaviour.

Making a Complaint

If any Club member, member of staff, visitor or guest feels they have been discriminated against or harassed or have been offended by another's discriminatory behaviour whilst in the Club or at a Club event or by the Club they should raise this with the Club Manager or a Director.

Each complaint will be investigated by an independent person, either from within or outside of the club as deemed appropriate. This independent person will be appointed by the board or if the complaint relates to a board member then the independent person will be appointed by the Club Presidents together.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a colleague or another member from within the club. The person making the complaint will also have this opportunity.

If the complaint is against the Club as a whole, the Board of Directors must work to ensure that such discrimination is not repeated in the future, and must inform the members and the complainant of how they propose to do this.

All complaints will be, wherever possible, concluded within 28 days of the complaint being received.

Any decision by the Club will be made with reference to the Club's constitution. The Club will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised a complaint.

Policy adopted by the Board 4th April 2019

Next review date April 2021