



English Carpet Bowls Association

Equality Policy

Introduction

The English Carpet Bowls Association (ECBA) 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 the ECBA has developed this Equality Policy to illustrate its commitment to the principles of equality of opportunity.

As attitudes in sport and society are changing, it is appropriate that the ECBA continually monitors its own policy and implementation programme, thereby encouraging equity in the sport of Carpet Bowls.

This document sets out a number of proactive steps that will be taken to ensure the principles of sports equality are adhered to throughout Carpet Bowls. This Policy is aimed first and foremost at the English Carpet Bowls Association.

Policy Objectives

The ECBA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no volunteers, participants or members are unlawfully discriminated against because 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 the ECBA recognises that we live in a diverse society and will endeavour to ensure that all participants of Carpet Bowls are given the same opportunities regardless of their socio-economic backgrounds.

The ECBA will encourage partner organisations to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

Purpose of the Policy

The ECBA recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in the sport of Carpet Bowls

In some instances this may have been as a result of unlawful discrimination. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair

treatment, whether intentional or unintentional, direct or indirect, that may preclude them from participating fully in the sport of carpet bowls.

Legal Requirements

The ECBA is required by law not to unlawfully discriminate against players of carpet bowls and recognises its legal obligations under, and will abide by the requirements of the Equality Act 2010 and any equivalent legislation (as amended) in any UK jurisdiction and any later amendments to such legislation or subsequent equality related legislation that may be relevant to the ECBA.

The ECBA will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

Discrimination, harassment, bullying and victimisation

The ECBA recognises the following as being unacceptable;

- **Unlawful Discrimination:** Unlawful 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 the protected characteristics.
- **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.
- **Bullying:** Bullying is the misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.
- **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).

The ECBA 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 Member who unlawfully discriminates against, harasses, bullies or victimises any other person.

Reasonable Adjustments

When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

The ECBA recognises that it has a duty to make reasonable adjustments for disabled persons.

The ECBA will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with those disabled to implement any adjustments that will enable them to participate more fully in the sport of carpet bowls.

Transgender Athletes

The ECBA considers that bowls is a gender affected sport under the Equality Act 2010 and refers any transgender participants to its policy relating to participation by transgender persons.

Responsibility

The following responsibilities will apply:

The Executive Committee of the ECBA is responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The ECBA Executive Committee is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

A member of the Executive Committee will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Executive Committee takes equality issues into consideration when making decisions.

All those participating in Carpet Bowls have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.

Implementation

This Equality Policy will be implemented immediately following approval at the Annual General Meeting. Implementation requires the following;

Actions

The ECBA is committed to providing equal opportunities for all [and is committed to following best practice in the welfare of young people and vulnerable adults].

No applicant for any post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.

This policy document and supporting guidelines will be available to all players of Carpet Bowls

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

Communication

This Equality Policy will be communicated in the following ways:

The Policy will be available on the English Carpet Bowls website (www.englishcarpetbowls.com). Reference will be made to this Equality Policy in any code of conduct, this Equality Policy is for guidance only

The Policy will be highlighted to all officers, executive committee members and volunteers in ECBA events.

Copies in other formats will be available from the ECBA Secretary on request.

This policy will apply for a period of three years during which time the ECBA will monitor and evaluate its success regularly.

Each time this Policy is reviewed, all ECBA Executive Committee members will be consulted. Following consultation, a notice of the changes being made will be publicly available.

Complaints

To safeguard an individual's rights under the policy, any person 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 action will be taken against any person who violates the ECBA Equality Policy.

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.

Complaints procedures are available from the secretary of the ECBA

Equality Policy Statement

The ECBA is responsible for ensuring that no officer or executive member 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, the ECBA will endeavour to ensure that all those participating in Carpet Bowls are given the same opportunities regardless of their socio-economic background.

The ECBA will endeavour to ensure that everyone who wishes has an equal opportunity to participate in the sport of carpet bowls at all levels and in all roles.

Commitment to Action

Specific actions will be established to address inequality and promote equality.

- The ECBA will provide appropriate training as necessary to its Officers, Executive Committee, member counties and Clubs and any other key volunteers to raise awareness of both collective and individual responsibilities.
- The ECBA will publicise its Equality Policy to all through its website.