

# RUGBY THORNFIELD OUTDOOR BOWLS CLUB

## EQUALITY AND DIVERSITY POLICY

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### Section 1: Introduction

- 1.1 This policy is fully supported by the Management Committee of Rugby Thornfield Outdoor Bowls Club, who are responsible for the implementation and reviewing of this policy.
- 1.2 The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect and that club members, members of the public and visiting teams are not denied access to the Club because of a discriminatory reason.
- 1.3 The Management Committee will therefore commit to the following:
  - 1.3.1 Be responsible for setting standards and values to apply throughout the club at every level, as bowls should be enjoyed by everyone who wants to play and/or watch the game.
  - 1.3.2 Not discriminate or in any way treat anyone less favourably, on grounds of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant, disability, race (including colour, nationality, ethnicity or national origin), religion, belief or lack of religion or belief, sex or sexual orientation.
  - 1.3.3 Be committed to eliminate discrimination by reason of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant, disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex or sexual orientation, and to encourage equal opportunities.
  - 1.3.4 Ensure that it treats its members, members of the public and visiting teams fairly and with respect and will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events.

- 1.3.5 Not tolerate harassment, bullying, abuse or victimisation of an individual (which the club regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs.
- 1.3.6 Be committed to the immediate investigation of any complaints of discrimination on the above grounds (as per paragraph 1.3.3) once they are brought to its attention. Complaints will be dealt with in accordance with the Club's complaints policy and, where such a complaint is upheld, the Management Committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.
- 1.3.7 Be committed to a policy of equal treatment of all members, members of the public, visitors and visiting teams and require all members, members of the public, visitors and visiting teams to abide by and adhere to these policies and the requirements of the relevant legislation (including the Equality Act 2010) as well as any amendments to existing legislation and any new legislation.
- 1.4 In the event that any member, members of the public, visitors or visiting teams feel that he/she has suffered discrimination or harassment in any way, they can make a complaint to the Club President.

## **Section 2: Complaints**

### **2.1 Terminologies and Descriptors**

- 2.1.1 Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.
- 2.1.2 Disadvantage is where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.
- 2.1.3 There are three categories of discrimination: direct, indirect and positive:
- Direct discrimination is where a club member, member of the public, visitor is less favourably treated because of their race, sex, marital status (including civil partnerships), religion, sexual orientation, gender reassignment, age, disability, pregnancy or maternity.
- Indirect discrimination is when there's a practice, policy or rule which applies to everyone in the same way, but it has a worse effect on some

people than others. The Equality Act says it puts you at a particular disadvantage.

Positive discrimination is in favour of those who were formerly discriminated against, especially in the provision of social and educational facilities and employment opportunities.

## 2.2 Victimisation

2.2.1 Subjecting someone to a detriment because he or she has, in good faith, taken action under the Equality Act 2010 (or equivalent legislation) by bring proceedings, given 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 purpose of or in connection with the Equality Act 2010 (or equivalent legislation).

## 2.3 Harassment

2.3.1 Engaging in unwanted conduct relating to a relevant protected characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. The Management Committee is committed to ensuring that its members, and visiting teams are able to conduct their activities free from harassment.

## 2.4 Bullying

2.4.1 The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

2.4.2 The general positive action provisions in the Equality Act 2010 seek to address disadvantage and under-representation among protected groups, not only in employment generally but also in relation to the provision of services and public functions. Measures which are targeted at the protected groups are permitted if they are a proportionate means of the aim of enabling or encouraging persons to overcome or minimise disadvantage; or meeting the different needs of the protected group; or enabling or encouraging persons in protected groups to participate in an activity.

## 2.5 Prejudice

2.5.1 Is pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

## 2.6 Stereotyping

2.6.1 The definition of a stereotype is any commonly known public belief about a certain social group or a type of individual. Stereotypes are often confused with prejudices, because, like prejudices, a stereotype is based on a prior assumption. Stereotypes are often created about people of specific cultures or races.

## 2.7 Protected characteristics

2.7.1 The Act identified nine protected characteristics and these are set out below and are covered by the Equality Act 2010.

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or Belief – this includes lack of a religious belief
- Sex
- Sexual orientation

## 2.8 The Club

2.8.1 The Management Committee are responsible for ensuring that this Equality and Diversity Policy is implemented, followed, and reviewed when appropriate.

2.8.2 The Management Committee is also responsible for ensuring that this Equality and Diversity Policy is enforced and any breaches are dealt with appropriately.

2.8.3 A copy of this Equality and Diversity Policy will be displayed on the Club notice board.

2.8.4 This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality and Diversity Policy will take place as and when required, but not less than once every three years.