

MISTLEY AND MANNINGTREE BOWLS CLUB

Equality and Diversity Policy

1. This policy is fully supported by Mistley & Manningtree Bowls Club (MMBC) Committee which is responsible for the implementation and reviewing of this policy
2. The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect and that all¹ members, non-members, coaching staff and visitors are not denied access to bowling, snooker and club facilities because of a discriminatory reason.
3. MMBC Management Committee will therefore commit to the following:
 - a) 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 the game
 - b) nominate a lead position to lead on Equality and Diversity and be the primary point of contact within the Club – Equality & Diversity Officer (E&D)
 - c) 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 or on maternity leave, disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex, sexual orientation
 - d) be committed to eliminate discrimination by reason of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex, sexual orientation. and to encourage equal opportunities
 - e) ensure that it treats members, non-members, coaching staff 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
 - f) 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
 - g) be committed to the immediate investigation of any complaints of discrimination on the above grounds (as per paragraph c) once they are brought to its attention. Complaints will be dealt with in accordance with the Clubs Complaint's procedure (see separate Complaints Policy). Where a complaint is upheld, the MMBC Management Committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour
 - h) be committed to taking positive action where inequalities exist and the development of a programme of on-going training and awareness to promote the eradication of discrimination and to promote equality and diversity in bowls.
 - i) be committed to a policy of equal treatment of all members, coaching staff and visitors and requires all members, coaching staff, and visitors 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
 - j) The Equality Act 2010 creates a duty to make reasonable adjustments for disabled people where they would be at a disadvantage if the adjustments were not made. This includes making adjustments to criterion, requirements and practices, as well as physical features such

¹ Bowls, Snooker, Social and Life members

as buildings. Where an individual has a need because of a disability then the E&D Officer of the Committee will work with the person to understand the need and agree any reasonable adjustments with the agreement of the individual. The E&D Officer will document the agreed reasonable adjustments and make them known to those involved with enabling bowling in the Club.

- k) Liaise with Disability Bowls England and provide their information to club members
- l) Improve awareness of equality, disability and discrimination to all club members and staff
- m) Ensure that changes to the club (policies, practices and physical) do not result in discrimination
- n) Look to remove known barriers, via a plan of improvement

If any employee, member, visitor or visiting team feels that he/she/they has suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the Complaints Policy.

4) **Terminologies and descriptors**

Dignity is about respectful, responsible, fair, and humane behaviour, something that is reflected in the constitution.

Disadvantage is where, because of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.

Discrimination - Types of discrimination

There are three categories of discrimination: direct, indirect and positive:

- Direct discrimination is where a club member or non member 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.

Victimisation:

Subjecting someone to a detriment because he or she has in good faith acted 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)

Harassment

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. MMBC is committed to ensuring that its members and non-members can conduct their activities free from harassment

Bullying

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

'Positive action'

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.

Prejudice

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

Stereotyping

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.

Protected characteristics

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 (but only in respect of eliminating unlawful discrimination)
- Pregnancy and Maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or Belief – this includes lack of belief
- Sex
- Sexual orientation

5) The Club

- a. The MMBC Management Committee are responsible for ensuring that this Equality and Diversity Policy is implemented, followed, and reviewed when appropriate.
- b. The MMBC Management Committee is also responsible for ensuring that this Equality and Diversity Policy is enforced, and any breaches are dealt with appropriately.
- c. A copy of this Equality and Diversity Policy will be publicly available on the MMBC website and a copy will be displayed on the notice board.
- d. 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.

Policy approved by Mistley and Manningtree Bowls Club in October 2022.

Ends