

RUGBY THORNFIELD OUTDOOR BOWLS CLUB

EQUALITY AND DIVERSITY POLICY

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Section 1: Introduction

- 1.1 Rugby Thornfield Outdoor Bowls Club is committed to creating an environment in which everyone is treated with dignity and respect and feels welcome, valued and able to participate. The Club promotes equality, diversity and inclusion and will not tolerate discrimination, harassment, bullying, abuse or victimisation in any form.
- 1.2 The aim of this policy is to ensure that all members, volunteers, visitors, members of the public and visiting teams are treated fairly and have equal opportunity to participate in, enjoy and contribute to the activities of the Club.
- 1.3 The Management Committee will:
 - 1.3.1 Set standards and values that promote equality, diversity and inclusion throughout the Club.
 - 1.3.2 Ensure that no person is treated less favourably because of any protected characteristic as defined by the Equality Act 2010.
 - 1.3.3 Promote equal opportunities and seek to eliminate unlawful discrimination in all aspects of Club activity.
 - 1.3.4 Ensure that all members of the community have fair access to Club facilities, activities, competitions and events.
 - 1.3.5 Make reasonable adjustments, where practicable, to enable disabled people to access Club facilities and participate fully in Club activities.
 - 1.3.6 Not tolerate harassment, bullying, abuse or victimisation, whether physical, verbal, written, online or through social media.

- 1.3.7 Investigate complaints of discrimination promptly, fairly and confidentially and take appropriate action where necessary.
- 1.3.8 Require all members, volunteers, visitors and visiting teams to uphold the principles of this policy and comply with relevant equality legislation.
- 1.4 All members, volunteers, visitors and visiting teams share responsibility for creating and maintaining a welcoming, inclusive and respectful environment.
- 1.5 Any person who believes they have experienced discrimination, harassment, bullying or victimisation may raise a complaint with the Club President: Paul Sharp. Email: sharp.pauls.ps@gmail.com
- 1.6 Any concerns involving discrimination, bullying, harassment or abuse affecting a child or an adult at risk will be managed in accordance with the Club's Safeguarding Policy.

Section 2: Definitions and Guidance

- 2.1 Dignity and Respect
 - 2.1.1 Dignity is about respectful, responsible, fair and humane behaviour towards all individuals.
 - 2.1.2 Respect involves recognising the value, rights and contributions of others, regardless of background, identity or personal circumstances.
- 2.2 Discrimination
 - 2.2.1 Discrimination occurs when a person is treated less favourably because of a protected characteristic.
 - 2.2.2 Discrimination may be:
 - a) Direct Discrimination
Treating a person less favourably because of a protected characteristic.
 - b) Indirect Discrimination
Applying a policy, rule or practice equally to everyone, but which places people with a particular protected characteristic at a disadvantage without objective justification.

- 2.2.3 The Club recognises that positive action measures may be appropriate where they help address disadvantage, under-representation or specific needs experienced by people with protected characteristics, in accordance with the Equality Act 2010.
- 2.3 Victimization
- 2.3.1 Victimization occurs when a person suffers a disadvantage because they have made, supported or provided information relating to a complaint under the Equality Act 2010.
- 2.3.2 No individual will be treated less favourably because they have raised a concern or complaint in good faith.
- 2.4 Harassment
- 2.4.1 Harassment is unwanted conduct related to a protected characteristic, or conduct of a sexual nature, which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
- 2.4.2 The Club is committed to ensuring that all members, visitors and visiting teams are able to participate in Club activities free from harassment.
- 2.5 Bullying
- 2.5.1 Bullying is behaviour that is intended to hurt, intimidate, undermine, humiliate or distress another person.
- 2.5.2 Bullying may be verbal, physical, psychological, social or online and may occur as a single incident or repeated behaviour.
- 2.5.3 The Club will not tolerate bullying in any form.
- 2.6 Protected Characteristics
- 2.6.1 The Equality Act 2010 identifies the following protected characteristics:
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership

Pregnancy and maternity

Race (including colour, nationality, ethnic or national origin)

Religion or belief (including lack of belief)

Sex

Sexual orientation

Section 3: Complaints Procedure

- 3.1 Any person who believes they have experienced discrimination, harassment, bullying or victimisation should report the matter to the Club President or another member of the Management Committee as soon as reasonably possible.
- 3.2 All complaints will be taken seriously and treated sensitively, fairly and, where appropriate, confidentially.
- 3.3 The Management Committee will investigate complaints promptly and impartially.
- 3.4 Any individual against whom a complaint is made will be given an opportunity to respond.
- 3.5 Where a complaint is upheld, the Management Committee may take such action as it considers appropriate and proportionate. This may include advice, warnings, suspension or termination of membership in accordance with the Club Constitution & Rules.
- 3.6 No person will suffer victimisation or disadvantage as a result of raising a genuine concern under this policy.

Section 4: Responsibilities

- 4.1 The Management Committee is responsible for ensuring that this policy is implemented, monitored and reviewed.
- 4.2 The Management Committee will ensure that any breaches of this policy are dealt with appropriately.
- 4.3 All members, volunteers, visitors and visiting teams are expected to:

Treat others with dignity and respect.

Promote an inclusive and welcoming environment.

Refrain from discriminatory, abusive, bullying or harassing behaviour.

Report concerns or incidents that may breach this policy.

Section 5: Policy Review

- 5.1 A copy of this policy will be visible on the Club website and a hard copy will be made available to members upon request.
- 5.2 This policy will remain in force until amended, replaced or withdrawn by the Management Committee.
- 5.3 The policy will be reviewed annually, or sooner if required by changes in legislation, guidance or Club circumstances.