

## Equality Policy

### Version 2

<b>First Approved:</b>	October 2022
<b>Last reviewed:</b>	
<b>Date of next review:</b>	October 2025

### 1. Introduction / Policy Statement

- 1.1 The Bowls Development Alliance (BDA) 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 BDA has developed this Equality Policy to illustrate its commitment to the principles of equality of opportunity.
- 1.2 The BDA will encourage partner organisations to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

### 2. Policy Rationale

- 2.1 This document sets out a number of proactive steps that will be taken to ensure the principles of sports equality are adhered to throughout bowls.
- 2.2 The Code for Sports Governance 2021 (sections 2.1 – 2.3) require the creation and annual review of a Diversity and Inclusion Action Plan (DIAP). This policy supports this Action Plan.

### 3. Definitions

#### 3.1 Protected Characteristics

These are the characteristics identified in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Less favourable treatment on the basis of any of these contravenes the Equality Act.

#### 3.2 Direct Discrimination

Treating someone less favourably than you would treat others in the same circumstances on the grounds of the protected characteristics.

### **3.3 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.

### **3.4 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.

### **3.5 Bullying**

Bullying is the misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.

### **3.6 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).

### **3.7 Reasonable Adjustments**

Reasonable adjustments are those made to avoid as far as possible by reasonable means the disadvantage which a disabled person experiences because of their disability.

### **3.8 Gender Affected Sports**

A sport is a gender-affected sport if the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport.

## **4. Scope of the Policy / Who it applies to**

- 4.1 The Bowls Development Alliance (BDA) is the umbrella organisation for the development of Bowls in England, working with 4 National Governing Bodies (NGBs),

Bowls England (flat green outdoor), English Indoor Bowling Association (flat green Indoor), English Short Mat Bowling Association and British Crown Green Bowling Association (BCGBA). The Bowls Development Alliance (BDA) also works with Disability Bowls England (DBE). This policy is written on behalf of all six organisations and as such is a policy for the sport of bowls.

- 4.2 This Policy is aimed first and foremost at the Board and Employees of the BDA and all Clubs, County Associations and Individuals affiliated to Bowls England, EIBA Ltd, ESMBA and BCGBA

## 5. Policy Details

- 5.1 The BDA 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 bowls and its related activities in the past.
- 5.2 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, against stakeholders that may preclude them from participating fully in the sport of bowls.
- 5.3 The BDA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members (together the "stakeholders") 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").
- 5.4 The BDA is required by law, not to unlawfully discriminate against its stakeholders 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 BDA.
- 5.5 The BDA regards discrimination, harassment bullying or victimisation, as described above, (see definitions) as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.
- 5.6 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.

- 5.7 The BDA recognises that it has a duty to make reasonable adjustments for disabled persons.
- 5.8 The BDA will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled stakeholders to implement any adjustments that will enable them to participate more fully in the sport of bowls.
- 5.9 The BDA 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.

## **6. Linked Policies and Procedures**

- 6.1 To safeguard an individual's rights under the policy, any stakeholder who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure which may be through a partner NGB.
- 6.2 Appropriate disciplinary action will be taken against any stakeholder who violates the BDA Equality Policy.
- 6.3 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.
- 6.4 The Safeguarding Policies for adults and children identify concerns related to any discriminatory abuse.

## **7. Legislative and Guidance References**

- 7.1 The Equality Act 2010 contains the legal guidance which is the basis for this policy. [Equality Act 2010 \(legislation.gov.uk\)](https://www.legislation.gov.uk)
- 7.2 UK Sport updated its guidance for transgender inclusion in sport in 2021 - [Transgender inclusion in domestic sport guidance published | UK Sport](#)

## **8. Monitoring and Review**

- 8.1 The BDA Chairperson and Senior Management Team will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. The Board will appoint one of the Directors as an Equality Champion to ensure equality is included regularly as an agenda item and equality issues are taken into account in decision making.

- 8.2 A member of staff will be designated as the equality officer. They will have day to day responsibility for the implementation of this policy and for achieving any equality related actions resulting from it. The Equality Officer's work programme will be amended to reflect this. If required, an internal and/or external equality group will be created to provide additional support. Members of staff are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Welfare and Governance Manager.
- 8.3 This policy does not form part of any employee's contract of employment and it may be amended at any time.
- 8.4 All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.
- 8.5 The policy will be reviewed every 3 years unless there are major changes to relevant legislation in the intervening period.
- 8.6 The BDA will seek advice each time this policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

## **Appendix 1**



### Review History

Date of Review	Comments
July 2013	Version 1 reviewed and approved for use
October 2014	Reviewed and re-approved for use
June 2019	Reviewed and re-approved for use
September 2021	Reviewed and re-approved for use
August 2022	Version 2 Rewritten in new template

### Revision History

Version	Change Log	Date
1	Initial release of policy	July 2013
1.1	Changed wording to include BCGBA, DBE and ESMBA as members of the BDA	September 2021
2	New policy in new template	Aug 2022
3	Approved by Board	October 2022