

Equality Policy

1. Introduction

- 1.1 BOWLSWALES is fully committed to the concept of Equality and takes every step where necessary to implement positive policies to achieve this end.
- 1.2 BOWLSWALES acknowledges its obligation to ensure that, in the conduct of its activities diversity of culture is encouraged and that there is no discrimination on the grounds of sex, race, age, disability, gender identity, sexual orientation, religion or belief in recruitment (including the arrangements made for recruitment), promotion, training, transfer, terms and conditions of employment and dismissal.
- 1.3 It is stressed that, whilst the primary responsibility for providing equality lies with BOWLSWALES, each individual employee and representative has responsibilities to refrain from unlawful actions, and to assist in preventing discrimination of any kind and in promoting equality.

2. The Policy

- 2.1. BOWLSWALES will afford all current and potential employees and representatives equality for recruitment, training and promotion and equal terms and conditions of employment, in all jobs and at all levels of the organisation's service regardless of sex, race, age, disability, gender identity, sexual orientation, religion or belief. Likewise, there is no discrimination in contravention of the provisions of the Rehabilitation of Offenders Act 1974.
- 2.2 The policy applies in respect of every scheme of conditions of service affecting employees and representatives of BOWLSWALES and encompasses all conditions of work including work allocation, recruitment, training, and promotion, always provided that, where appropriate, ability, job requirement economy, effectiveness, the efficiency of the service and other relevant criteria is considered.
None of the attributes of sex, age, race, disability, gender identity, sexual orientation, religion or belief is treated as qualifying or disqualifying any individual for a job and all employees and representatives are given an equal opportunity and, as necessary, special training to demonstrate their ability, and to progress within the organisation.
- 2.3. BOWLSWALES is totally committed to a programme of action to make this policy fully effective and keep all criteria and procedures under constant review to ensure that their objectives are realised. To ensure that no discrimination is taking place unnoticed and uncorrected, all practices and procedures are monitored and, where necessary, revised.

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3. Implementation

- 3.1 General responsibility for compliance with development and monitoring of the Equality Policy lies with the employees and representatives of BOWLSWALES although specific responsibility for implementation in individual departmental areas lies with the appropriate persons paid or voluntary.
- 3.2 The adoption of the Equality Policy contributes towards the development of sound and responsible personnel policies, besides making better use of the talents and resources of BOWLSWALES workforce.
- 3.3. Regarding 1.3 of the Equality Policy 'Each individual employee and representative, paid or voluntary, has responsibilities to refrain from unlawful actions and to assist in preventing discrimination of any kind and in promoting equality'.

- 3.4. BOWLSWALES's implementation of this policy statement is covered by the following areas:
 - 3.4.1. Induction for all staff, paid or voluntary includes Equality Policy.
 - 3.4.2. Staff Training is underpinned by Equality.
 - 3.4.3. Employment procedures will take note of Equality.

- 3.5. Other areas to be considered regarding users, under the Equality Policy are:
 - 3.5.1. Learning / coaching materials
 - 3.5.2. Enrolments - Coaching Sessions
 - 3.5.3. Admissions (Membership) procedures
 - 3.5.4. Access
 - 3.5.5. Allocation of resources
 - 3.5.6. Monitoring systems
 - 3.5.7. Language use (sexist, racist, etc.)
 - 3.5.8. Positive Action, e.g. Bowls for All - Work at changing attitudes.

LEGISLATION

The above Policy is drawn up in compliance with the following legislation –

EQUALITY ACT 2010.