

Equality Policy

1. Introduction

- 1.1 BOWLSWALES is fully committed to embedding equality and inclusion into all practices and takes every step where necessary to implement positive policies to achieve this end.
- 1.2 BowlsWales is fully committed to the principles of the equality of opportunity and responsible for ensuring that no job applicant, employee, volunteer, child, young person, competitor or official receives less favourable treatment on the grounds of age, gender, disability, ethnicity, race, pregnancy/maternity, marriage or civil partnership, nationality, religious belief, political persuasion, social background, sexual orientation or gender reassignment.
- 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 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 gender, race, age, disability, sexual orientation, religion or belief. Likewise, there is no discrimination in contravention of the provisions of the Rehabilitation of Offenders Act 1974.
- 2.2 BOWLSWALES will afford all potential employees and representatives' equality for recruitment, applicants of jobs advertised by the organisation, training and promotion and equal terms and conditions of employment, in all jobs and at all levels of the organisation's service regardless of gender, race, age, disability, sexual orientation, religion or belief. Likewise, there is no discrimination in contravention of the provisions of the Rehabilitation of Offenders Act 1974.
- 2.3 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 gender, age, race, disability, 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.

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- 2.4 BOWLSWALES is totally committed to a programme of positive 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.

3. Implementation

- 3.1 General responsibility for compliance with development and monitoring of the Equality Policy lies with the General Manager and Board of Director lead for Equality of BOWLSWALES although specific responsibility for implementation in individual departmental areas lies with the appropriate member of staff 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. The Board Composition meeting 60/40 Gender Parity
 - 3.4.3. Staff Training is underpinned by Equality.
 - 3.4.4. 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
 - 3.4.5. Safeguarding (Child Protection & Adults at risk)
 - 3.5.6. Allocation of resources
 - 3.5.7. Monitoring systems
 - 3.5.8. Language use (sexist, racist, etc.)
 - 3.5.9. Positive Action, e.g. Bowls for All - Work at changing attitudes
 - 3.5.10. Any reasonable adjustment including legal requirements for people with a disability

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4. Monitoring and Evaluation

4.1 This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place annually in conjunction with any changes of language or legislation.

5.2 The Equality Action Plan, created to ensure the objectives of this Equality Policy are delivered, will be reviewed by the Equality Champion and General Manager regularly. Progress relating to the Policy will be recorded annually and a full report will be presented to the Board to debate progress and review the policy status. This shall include statistical and, if appropriate qualitative, information will be collected. Once approved by the Bowls Wales, a report will be published internally and externally (with due regard to the sensitivity of the information), to show the impact of this Equality Policy and progress towards achieving the Equality Action Plan.

5. Complaints Procedures

5.1 To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure. In the event that it is a complaint regarding this Policy or another policy of BowlsWales, the complaint shall be directed to the Board unless otherwise prescribed in that policy. The BowlsWales Complaints Policy can be found [here](#)

5.2 Appropriate action may be taken against any Bowls Wales Stakeholder who is found to have violated this Equality Policy.

LEGISLATION

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

[EQUALITY ACT 2010](#)