

IVER HEATH BOWLS CLUB

EQUALITY AND DIVERSITY POLICY

The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect and that members, non-members, coaching staff and visiting teams are not denied access to Iver Heath Bowls Club because of a discriminatory reason.

The committee is responsible for setting the standards and values to apply throughout the club at every level. Bowls should be enjoyed by everyone who wishes to play the game.

This policy is fully supported by the Iver Heath Bowls Club committee

We will not discriminate or in any way treat anyone less favourably, on grounds of gender, age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, ability or disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex, sexual orientation.

We are 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.

We will ensure that we treat our employees, members, non-members and visiting clubs and 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.

We will not tolerate harassment, bullying, abuse or victimisation of an individual. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The Club commits itself to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the Club may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.

We are committed to taking positive action where inequalities exist and a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity in bowls.

The Club is committed to a policy of equal treatment of all members and employees and requires all members and employees to abide by and adhere to these policies and the requirements of the relevant equalities legislation.

Reviewed in 2022

