



LUTON TOWN BOWLING CLUB

Ashcroft Park, Stopsley, Luton, Bedfordshire LU2 9AD
Affiliated to the Bedfordshire County Bowling Association

Equality and Diversity Policy

1. This policy is fully supported by Luton Town Bowling Club Committee which is responsible for the implementation and reviewing of this policy
2. The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect and that members, associate members, members of the public and visiting teams are not denied access to Luton Town Bowls Club because of a discriminatory reason.
3. Luton Town Bowls Club committee will therefore commit to the following:
 - a) Be responsible for setting standards and values to apply throughout the club at every level, as bowls should be enjoyed by everyone who wants to play the game.
 - b) Not discriminate or in any way treat anyone less favourably, on grounds 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.
 - c) Be 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.
 - d) Ensure that it treats its members, associate members, members of the public and visiting 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.
 - e) Not tolerate harassment, bullying, abuse or victimisation of an individual (which the club regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs

Be committed to the immediate investigation of any complaints of discrimination on the above grounds (as per paragraph c) once they are brought to its attention.

 - f) Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, Luton Town Bowls Club Committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour
 - g) Be committed to a policy of equal treatment of all members, associate members. members of the public, visitors and visiting teams and require all members, associate members, members of the public, visitors and visiting teams to abide by and adhere to these policies and the requirements of the relevant legislation (including the Equality Act 2010) as well as any amendments to existing legislation and any new legislation.

In the event that any member, associate member, members of the public, visitors or visiting teams feel that he/she has suffered discrimination or harassment in any way or that item 4 of the Constitution. Membership k) Disciplinary has not been adhered to, they can make a complaint under the Bowls England Club Disciplinary Proceedings (Regulation 9) User Guides: Misconduct.

Complaints

4) **Terminologies and descriptors**

Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.

Disadvantage is where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.

Discrimination

Types of discrimination

There are three categories of discrimination: direct, indirect and positive:

- Direct discrimination is where a club member, associate member, member of the public, visitor is less favourably treated because of their race, sex, marital status (including civil partnerships), religion, sexual orientation, gender reassignment, age, disability, pregnancy or maternity
- Indirect discrimination is when there's a practice, policy or rule which applies to everyone in the same way, but it has a worse effect on some people than others. The Equality Act says it puts you at a particular disadvantage
- Positive discrimination is in favour of those who were formerly discriminated against, especially in the provision of social and educational facilities and employment opportunities.

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 bring proceedings, given 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 purpose of or in connection with the Equality Act 2010 (or equivalent legislation)

Harassment

Engaging in unwanted conduct relating to a relevant protected characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Luton Town Bowls club is committed to ensuring that its members, associate members and visiting teams are able to conduct their activities free from harassment

Bullying

The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence

'Positive action'

The general positive action provisions in the Equality Act 2010 seek to address disadvantage and under-representation among protected groups, not only in employment generally but also in relation to the provision of services and public functions. Measures which are targeted at the protected groups are permitted if they are a proportionate means of the aim of enabling or encouraging persons to overcome or minimise disadvantage; or meeting the different needs of the protected group; or enabling or encouraging persons in protected groups to participate in an activity.

Prejudice

Is literally pre-judging someone It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

Stereotyping

The definition of a stereotype is any commonly known public belief about a certain social group or a type of individual. Stereotypes are often confused with prejudices, because, like prejudices, a stereotype is based on a prior assumption. Stereotypes are often created about people of specific cultures or races.

Protected characteristics

The Act identified nine protected characteristics and these are set out below and are covered by the Equality act 2010

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and Maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or Belief – this includes lack of belief
- Sex
- Sexual orientation

The Club

- 1) The committee **of Luton Town Bowls Club** are responsible for ensuring that this Equality and Diversity Policy is implemented, followed, and reviewed when appropriate.
- 2) The **Luton Town Bowls Club** committee is also responsible for ensuring that this Equality and Diversity Policy is enforced and any breaches are dealt with appropriately.
- 3) A copy of this Equality and Diversity Policy will be publicly available on the **Luton Town Bowls Club** website and a copy will be displayed on the notice board.
- 4) This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality and Diversity Policy will take place as and when required, but not less than once every three years.

THE MANAGEMENT COMMITTEE