

**DEVON COUNTY
SHORTMAT BOWLING
ASSOCIATION
EQUALITY POLICY**

1. POLICY OBJECTIVES

- 1.1 DCSMBA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no members 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. (PROTECTED CHARACTERISTICS)**
- 1.2 In addition DCSMBA recognises that we live in a diverse society and will endeavour to ensure that all members are given the same opportunities regardless of their socioeconomic backgrounds.**
- 1.3 DCSMBA will encourage all clubs within the county, suppliers, and sponsors to adopt and demonstrate their commitment to the principles and practice of equality as set out in this document.**

2. PURPOSE OF THE POLICY

- 2.1 This policy has been produced to try and prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against any member that may preclude them from participating fully in bowls related activities.**

3. LEGAL REQUIREMENT

- 3.1 DCSMBA is required by law not to unlawfully discriminate against its members and recognises its legal obligation under and will abide by the requirements of, the EQUALITY ACT 2010 and any subsequent amendments.**
- 3.2 DCSMBA will seek advice each time the policy is reviewed to ensure it continues to reflect the current legal framework and good practice.**

4. DRISCRIMINATION, HARASSMENT, BULLYING AND VICTIMISATION

- 4.1 “Direct Discrimination”:** treating someone less favourably than you would treat others because of a “Protected Characteristic”.
“Indirect Discrimination”: applying a provision, criterion or practice which, on the face of it, applies equally to all, but which in practice can disadvantage individuals with a particular “Protected Characteristics”. Such requirements or conditions are lawful only if they can be justified.

- 4.2 “Bullying”:** the misuse of power or position to criticise persistently or to humiliate and undermine an individual’s confidence.
- 4.3 “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 recipients dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. DCSMBA is committed to ensuring that its members are able to conduct their activities free from harassment.
- 4.4 “Victimisation”:** subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 or doing any other thing for the purpose of or in connection with the Equality Act 2010.
- 4.5** DCSMBA regards discrimination, harassment, bullying or victimisation as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any member who unlawfully discriminates against, harasses, bullies or victimises any other person.

5. REASONABLE ADJUSTMENTS

- 5.1** 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.
- 5.2** DCSMBA recognises that it has a duty to make reasonable adjustments for disabled persons. DCSMBA will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members to implement any adjustments that will enable them to participate more fully in bowls related activities.

6. TRANSGENDER ATHLETES

- 6.1** DCSMBA considers that bowls is not a gender affected sport under the Equality Act 2010 and consequently there are no restrictions on participation by transgender athletes.

7. RESPONSIBILITIES, IMPLEMENTATION AND COMMUNICATION

7.1 The following responsibilities will apply:

7.1.1 The committee of DCSMBA is responsible for ensuring that this Equality Policy is implemented, followed and reviewed when appropriate. The committee is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

7.1.2 A member of the committee (David Summers) has been appointed as the “Equality Champion” and will ensure that equality is included as an item at committee meetings when appropriate and that the committee takes equality issues into consideration when making decisions.

7.1.3 The chairman has overall responsibility for the implementation of this Equality Policy.

7.1.4 All members have the responsibility to respect and promote the spirit and intentions of this Equality policy. As such all clubs affiliated to the DCSMBA will be asked to sign up to the policy and appoint a “Club Champion”.

7.2 This Policy will be included on the DCSMBA web site and paper copies will also be available to any club on request.

8. ACTIONS

8.1 DCSMBA will maintain and monitor the Equality Policy and ensure its objectives are consistently delivered throughout all clubs within Devon.

9. MONITORING AND EVALUATION

9.1 This Equality Policy will remain in force until its amended, replaced or withdrawn. A review of this Equality Policy will take place when required, but not less than once every three years.

9.2 The Equality Action Plan, created to ensure the objectives of this Equality policy are delivered, will be reviewed by the chairman and the Equality Champion regularly, but in no event not less than once in every 12 months.

10. COMPLAINTS PROCEDURE

- 10.1 To safeguard individual rights under the Equality Policy, any member who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure (i.e. the normal County complaints procedure).**
- 10.2 An individual raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.**
- 10.3 As with all grievance and disciplinary procedures with short mat bowls, the final point of appeal relating to this policy is the ESMBA.**

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Club Representative

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Club

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Date

Return signed form to: Irene Smith (County Secretary), 40 Winslade Park Avenue, Clyst St. Mary, Devon, EX5 1DA.