



CHURCHDOWN VILLAGE BOWLS CLUB

EQUALITY / DIVERSITY POLICY

Churchdown Village Bowls Club (CVBC) will not tolerate any form of discrimination or harassment of any kind. This policy sets out our aim.

Definitions:

Discrimination is when a person is prevented from taking part in something based on a particular characteristic they have. E.g. if a gay person was made unwelcome at your group activities because of their sexual orientation, this would be discrimination.

Harassment is when someone behaves in a way which makes someone else feel distressed, humiliated, or threatened. Some people may be more likely to experience harassment than others – for example, teasing someone because of their disability, or making racist or sexist remarks, would be harassment. Harassment based on disability, race, religion, transgender identity, or sexual orientation is considered by the law to be hate crime and can be reported to the police.

The Equalities Act 2010 identifies a list of “protected characteristics”.

It is illegal for an organisation to harass or discriminate against anyone because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Our Aim

CVBC is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation”.

Accessibility

CVBC are striving to make playing bowls possible for all at our club. We have installed good quality safe steps to access the green. The club have purchased bowls equipment to allow those with limited strength to be able to bowl. Chairs and benches are installed around the green for those who require to sit between playing. The club have also different coloured jacks to help those with sight impairment. As CVBC is a part of the main Churchdown Club we use their facilities and they are also committed to access for all and are currently fundraising to improve access whilst making as many adjustments as possible to enable full access.

Diversity

The Club are always open to new ideas from members to improve access to enable others to join our club.

Inclusion and respect

Every person who wishes to join the club will be made to feel equally welcome and included at all events.

Sexist, racist, homophobic, transphobic, or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place at CVBC.

Dealing with discrimination and harassment

If any person feels they have been discriminated against by the Club or harassed at an event they should raise this with the Safeguarding Officer (Barbara Baker) and/or the committee.

They will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Club, then the complainant should contact either the Gloucestershire Bowls Association or Bowls England and report the complaint and they will investigate.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Clubs constitution. The Club will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.