**STANWICK BOWLS CLUB**

Stanwick Recreation Ground

Arris Lane

Stanwick Northamptonshire

**Equality and Diversity Policy**

1. This policy is fully supported by the Stanwick Bowls 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, non-members and visiting teams are not denied access to Stanwick Bowls Club because of a discriminatory reason.
3. Stanwick Bowls Club committee will therefore commit to the following:
4. be responsible for setting standards and values to apply throughout the club at every level, as lawn bowls and indoor bowls should be enjoyed by everyone who wants to play the game.

1. 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.
2. 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
3. ensure that it treats its members, non-members 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
4. 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
5. 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. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the Stanwick Bowls Club Committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour
6. be committed to taking positive action where inequalities exist and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity in bowls.
7. be committed to a policy of equal treatment of all members and visitors and requires all members and visitors 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, visitor or visiting team feels that he, she or it has suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

**Complaints**

1) The complainant should report the matter in writing to the secretary or another member of the committee. The report should include:

* details of what occurred;
* details of when and where the occurrence took place;
* any witness details and copies of any witness statements;
* names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
* details of any former complaints made about the incident, including the date and to whom such complaint was made; and
* an indication as to the desired outcome.

2) The committee or representatives of the committee:

* 1. will request that both parties to the complaint submit written evidence regarding the incident(s);
	2. may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
	3. may (at its sole discretion) hold a hearing (whether or not such a hearing is requested by either party) at which both parties will be entitled to attend and present their case;
	4. will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Equality Policy):
* warn as to future conduct;
* suspend from membership;
* remove from membership;
* exclude a non-member from the facility, either temporarily or permanently; and
* turn down a non-member’s current and/or future membership applications.

2.5 will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one (1) calendar month of such decision being made.

2.6 Either party may appeal a decision of the committee.

3) **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 or non member 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 they have 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. Stanwick Bowls Club is committed to ensuring that its members and non members 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 **Stanwick Bowls Club** are responsible for ensuring that this Equality and Diversity Policy is implemented, followed, and reviewed when appropriate.
2. The **Stanwick 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 in the Club House.
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.