



Nunthorpe Bowling Club

Equality Policy

General Statement

Nunthorpe Bowling Club (the "Club") is fully committed to the concept of equality and will conduct its activities to ensure that there is no discrimination on the grounds of sex, race, age, disability, gender identity, sexual orientation, religion or national origin. Everyone will be treated with respect and the Club will strive to provide an environment free from discrimination, harassment, bullying and victimisation.

While the primary responsibility for providing equality lies with the Club through its Management Committee, individual members have a responsibility to refrain from unlawful actions, to assist in preventing discrimination of any kind and to promote equality.

Commitment

The Club shall ensure to the best of its ability that:

- All persons (that is Club members and anyone, player or non-player, who visits the Club) are afforded dignity and treated with respect. Differences between people shall be recognised and acknowledged.
- All persons shall be free from direct or indirect discrimination, harassment, bullying and victimisation.
- No member or prospective member shall receive less favourable treatment or be disadvantaged by any circumstances, conditions or requirements that cannot be reasonably justified.
- Every potential member is entitled to expect the recruitment process to be free from all unreasonable barriers.
- Every member is entitled to expect equality of opportunity in all aspects of their membership and to be able to take part in, and enjoy, the Club's programme of activities, competitions and events.
- All members will be enabled to fulfil their potential as far as is reasonably possible.
- No member shall harass, abuse or intimidate another member on any grounds.
- No member shall attempt to induce other members to discriminate.

- No member shall victimise an individual on the grounds that they have made a complaint or provided information about discrimination or harassment.
- Every member shall comply with any measures that are introduced to ensure equality of opportunity and non-discrimination.
- The club's Management Committee shall monitor all practices to ensure that there is no discrimination, victimisation or harassment.

Implementation

- All members shall be made aware of this policy and are expected to strictly adhere to it.
- Concerns about equality, discrimination, harassment etc should be reported to any member of the Club's Management Committee who in turn will report it to the Chairperson without delay.
- The Club regards any form of discrimination, harassment, bullying or victimisation as serious misconduct. Where an amicable resolution cannot be found, all concerns will be investigated following the Bowls England Complaints procedure, a copy of which is available from the Secretary.

Revision History

Revision	Date	Notes
V2-1	Feb '18	First issue
V2-2	Jan '21	Review and minor revisions.