



# ***BRITISH CROWN GREEN BOWLING ASSOCIATION***

## **EQUITY POLICY**

This statement sets out the British Crown Green Bowling Association's broad principles for achieving equality of treatment and opportunity in its practices. These principles relate to ensuring fairness throughout our sport, equality of access, recognising inequalities and taking steps to address them.

This policy will be supplemented by specific action plans as priorities are either determined or deemed necessary.

We affirm our intention to recruit our members from all sectors of the community and not to discriminate on the grounds of age, gender, race, ethnicity, colour, religion, sexual orientation, socio-economic status or ability.

The Association believes that discrimination of any form is unacceptable, and can be unlawful. In addition to its legal responsibilities, the Association further acknowledges the need for equal opportunity programmes to enable the effective development and maximum utilisation of its potential as a sports and social organisation. In doing so a parallel objective is to provide the means whereby all of our members can individually realise their talents and fulfil their potential.

Additionally, the Association recognises the importance of ensuring that the membership reflects the make-up of society in general in order to ensure that the special needs and individual differences across the whole of the community at large can be adequately catered for. To this end we will actively seek to promote social inclusion by encouraging and engaging people from all walks of life to participate in our sport. The ongoing aim being to unite and motivate them to participate in all our activities thereby increasing and widening social contacts whilst providing a healthier lifestyle.

It is intended that the philosophy behind this statement be extended to cover discrimination in membership occurring on other unjustifiable grounds. For example, this Association will not discriminate on grounds of marital status as defined by the Sex Discrimination Act.

The Association's Management Committee is collectively responsible for overseeing the effective implementation and adherence to this policy. It will take seriously and deal appropriately with all complaints of discrimination and, where deemed necessary, take action in accordance with the disciplinary procedures as laid down in our Bye- Laws. It will also ensure that the necessary

actions are taken when the standards of conduct and behaviour of individuals are not representative of this statement. In all cases prompt action will be taken as soon as possible after any problem is reported or identified.

This statement documents current practice and outlines the broad principles under which the Association operates. It is subject to ongoing review and development.