



Ref: HRS – 16-3-26

The British Crown Green Bowling Association

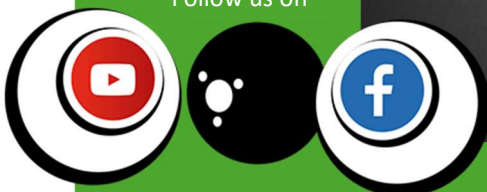
Founded in 1907



Human Resource Governance Statement



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Human Resources Governance Statement

This statement is issued in accordance with the BCGBA's Bye-Law to confirm that appropriate Human Resources (HR) arrangements are in place.

The organisation employs staff to support its operations and maintains internal HR policies and procedures for the proper management of employment matters. These arrangements are intended to ensure that staff are managed fairly and consistently and that employment practices meet legal requirements and accepted standards.

The organisation complies with applicable United Kingdom employment legislation. Its HR policies are reviewed from time to time to ensure they remain appropriate and up to date.

Through its internal arrangements, the organisation seeks to promote:

- fair and lawful employment practices
- equality of opportunity and respect in the workplace
- safe and healthy working conditions
- appropriate standards of conduct
- supportive and constructive working relationships

The organisation maintains internal HR policies covering key employment matters, including recruitment processes, workplace conduct, employee welfare, and performance management. These policies are working documents used for internal management purposes and are made available to staff as appropriate.

Responsibility for oversight of employment arrangements rests with the Board. Day-to-day matters are delegated to the appropriate executive or management function. HR policies and procedures are reviewed periodically to ensure continued legal compliance and organisational effectiveness.

This statement is provided for transparency and information only. It does not form part of any contract of employment and does not create contractual rights or obligations.

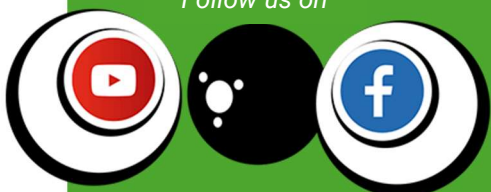
The Board retains discretion to introduce, amend, or withdraw internal HR policies and procedures as necessary to support effective governance and legal compliance.

Internal HR policies are maintained for operational and employment purposes and are not ordinarily published beyond the organisation's staff and governance structures.

This statement is published to meet the requirements of the organisation's governing documents.

March 2026

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The British Crown Green Bowling Association

Shop1 @ 83 High Street, Kinver, Stourbridge

West Midlands DY7 6HD

www.bcgba.org.uk

