



Policy Document

Equality, Diversity & Inclusion Commitment



Pelaw Community Bowling Club.

Equality, Diversity & Inclusion Commitment

All individuals, regardless of their culture, perspectives and lived experiences are at the heart of the ethos of Pelaw Community Bowling Club.

Pelaw Community Bowling Club recognises that some people are particularly likely to experience discrimination and harassment but are committed to making sure that our charity is as inclusive and welcoming as possible.

Pelaw Community Bowling Club works within the spirit and the practice of the **Equality Act 2010** by promoting a culture of respect and dignity and actively challenging discrimination, should it arise.

A handwritten signature in blue ink, appearing to read 'John Sutherland', written over a horizontal line.

John Sutherland - Secretary

Date 23rd March 2024

A handwritten signature in blue ink, appearing to read 'Geoff Dunkley', written over a horizontal line.

Geoff Dunkley - Chairman

Date 23rd March 2024



Pelaw Community Bowling Club.

Equality, Diversity & Inclusion Policy

This policy has been drawn up to comply with the Equality Act 2010. The Act stipulates that organisations cannot treat someone unfairly on the basis of what it calls 'protected characteristics', which includes but is not limited to:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity, Marriage and Civil Partnership
- Race, Religion or Belief
- Sex and Sexual Orientation.

Pelaw Community Bowling Club will strive to ensure that members of the community and members **do not** experience discrimination on the basis of their protected characteristics. This will include ensuring equal access to the facilities and behaviour between the Community, Members and by Pelaw Community Bowling Club Trustees.

The Equality Act highlights that organisations need to consider what **reasonable adjustments** can be made in order to accommodate those who may have particular needs. The trustees will review the reasonable adjustments needed for both members and individual members with particular needs on an ongoing basis.

When does this policy apply?

This policy applies to conduct at Pelaw Community Bowling Club and also to conduct outside of these spaces that is related to Pelaw Community Bowling Club (i.e. at inter club matches, meetings, social events and social interactions with members and members of the community).



Pelaw Community Bowling Club.

Practical approaches to inclusion

The trustees will make sure all new members are aware of our policies and procedures in relation to equality, diversity, inclusion and accessibility as well as the Member Code of Conduct.

The trustees will make reasonable adjustments and take practical steps to ensure a wide range of people can participate in our activities.

This may include:

- **Consideration given to the time of day of activities and their location.**
- **Consideration of venues for activities including but not limited to:**
 - Accessible to wheelchair users
 - Disabled toilet facilities available
- **Publicity:**
 - Using a variety of methods and platforms to communicate externally and raise the profile of Pelaw Community Bowling Club.
 - Making communications available to those who don't have access to the internet.
- **Monitoring:**
 - The trustees will review the diversity of the membership on an ongoing basis and will seek to ensure that we remain attractive and accessible to everybody.
- **Tasks and Roles:**
 - The trustees will ensure that a range of people get their voices heard by encouraging more members to take on roles such as volunteering, or becoming Trustees.
 - The trustees will offer induction and training around equality, diversity and inclusion to all members on an ongoing basis.



Pelaw Community Bowling Club.

Code of Conduct

Pelaw Community Bowling Club has a member code of conduct. The code of conduct outlines that members should abide by our policies and procedures as well as treating each other with dignity and respect. This would include not acting in a way that would be deemed discriminatory or offensive.

Dealing with Discrimination and Harassment

Where a trustee becomes aware of any discriminatory practice or harassment, the committee will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.

If any member of Pelaw Community Bowling Club feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to a trustee as soon as is practically possible.

Any matters of concern will be reviewed by the Committee and a decision will be made, in line with our constitution and formal procedures, as to what steps will be taken to address the issue.

Definitions

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, when or whom they were born, or because of other characteristics.

Promoting Equality is about behaving in a way that tackles inequalities, aiming to ensure that all members are treated fairly, and do not experience discrimination.

Promoting Diversity is about recognising that everyone is different and creating an environment that values members and ensuring that Pelaw Community Bowling Club is as accessible as possible to different groups within the community.



Pelaw Community Bowling Club.

Inclusion is about positively striving to meet the needs of different people and taking practical steps to ensure members feel respected.

Direct Discrimination is when a person is treated less favourably because of their **protected characteristics** .

Associative Discrimination is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, an member is discriminated against because his/her family member is disabled.

Perceptive discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where members believe the individual is LGBTQIA+. It applies even if the person does not actually possess that characteristic.

LGBTQIA+ is an abbreviation for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual. The additional + stands for all the other identities not encompassed in the short acronym.

Indirect Discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of members.

Harassment is unwanted conduct related to **protected characteristics** that has the purpose or effect of violating a members dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Harassment is also unwanted conduct of a sexual nature which has that same purpose or effect.

Victimisation occurs when a member is treated less favourably than others in the same circumstances because he or she has made a complaint or an allegation of discrimination, harassment or bullying or given information regarding such a complaint or allegation.



Pelaw Community Bowling Club.

This policy was adopted on:

Review date:

	Document: PCBC Equality, Diversity & Inclusion Policy (PCBC-EDI)	
Version	Description of Changes	Date of Implementation
1.0	Policy implementation	23rd March 2024