



# FERNDOWN BOWLS CLUB

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## Ferndown Bowls Club Equality, Diversity & Inclusion Policy

### 1. Policy Statement

#### Our Commitment to Equality, Diversity and Inclusion

At Ferndown Bowls Club, we believe bowls should be open to everyone. Our Equality, Diversity and Inclusion (EDI) Policy reflects this belief and sets out how we create a respectful, inclusive environment for all members and visitors.

We follow national guidance from Bowls England and the Bowls Development Alliance, who champion fairness and accessibility across the sport. Whether you're new to bowls or a long-time player, we're here to support your enjoyment and participation.

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### 2. Scope

This policy applies to all members, volunteers, visitors, and participants involved in the club's operations, events, and social activities.

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### 3. Our Commitment

Ferndown Bowls Club is committed to fostering an environment where all individuals feel welcome, respected, and able to participate fully. This policy outlines our approach to promoting equality, embracing diversity, and ensuring inclusive practices across all club activities.

- Treat everyone with dignity and respect, regardless of age, disability, gender identity, race, religion or belief, sex, sexual orientation, or socio-economic background.
  - Promote fair and inclusive access to membership, coaching, competitions, and leadership roles.
  - Challenge discrimination, harassment, and bullying wherever it occurs.
  - Ensure our facilities, communications, and activities are accessible and welcoming to all.
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### 4. 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.



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**Promoting diversity** is about recognising that everyone is different and creating an environment that values members and ensuring that Ferndown Bowls Club is as accessible as possible to different groups within the community.

**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 ethnic origin, nationality (or statelessness) or race, age, disability, religion or belief (including the absence of belief), marital or civil partnership status, sexual orientation, pregnancy, gender reassignment, political belief.

**Indirect Discrimination** occurs when a condition or requirement is applied equally to all groups of people but has a disproportionately adverse effect on one particular group.

**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

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## 5. Inclusive Participation

- Encourage participation from people of all backgrounds and abilities.
- Provide reasonable adjustments to support individual needs.
- Celebrate the diversity of our membership and promote positive role models.

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## 6. Roles and Responsibilities

- **Committee Members:** Uphold and promote this policy in all decisions and communications.
- **Volunteers and Coaches:** Foster inclusive practices and report any concerns.
- **Members:** Respect others and contribute to a friendly, inclusive club culture.

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## 7. Reporting

- If any member feels they have experienced or witnessed discriminatory behaviour or harassment, this should be reported to the Club Secretary
- If Committee becomes aware of any discriminatory practice or harassment, they will seek to address this through consultation with all parties concerned and, where necessary, through invoking formal procedures.



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## 8. Adoption And Review

<b>Equality Diversity &amp; Inclusion Policy</b>		
Version		Date
1	Adoption	17/03/2021
2.	Review	30/10/2025