

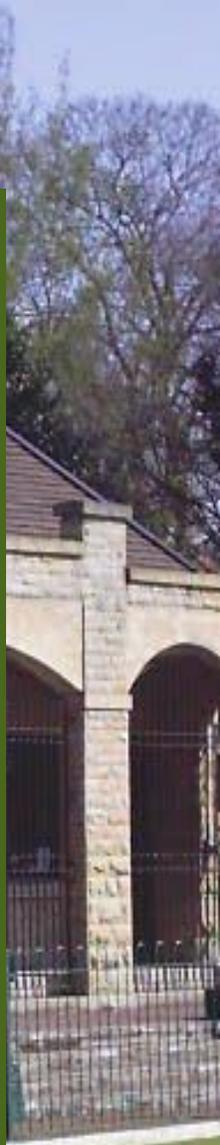


MANOR PARK BOWLING CLUB

Equity and Equality Policy

15 May 2022

bowlingmanorpark.co.uk
Affiliated to BCGBA





Manor Park Bowling Club Equity and Equality Policy

1. Purpose and Intent

This statement sets out the broad principles for Manor Park Bowling Club (hereinafter referred to as the "Club") for achieving equality of treatment and opportunity in its practices. These principles relate to ensuring fairness, 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 by the Club's Management Committee.

2. Policy and Required Behaviour

The Club affirms our intention to attract and retain members from all sectors of the community and not to discriminate on the grounds of age, gender, race, ethnicity, colour, religion, sexual orientation, socioeconomic status or ability.

The Club believes that discrimination of any form is unacceptable and can be unlawful. In addition to legal responsibilities, the Club acknowledges the need for equal opportunity activities and campaigning to enable the effective development and maximum utilisation of its potential as a sports club and social organisation.

Additionally, the Club recognises the importance of ensuring that 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. The Club will not discriminate on grounds of marital status as defined by the Sex Discrimination Act.

The Club's Management Committee is collectively responsible for overseeing the effective implementation and adherence to this policy, and all members are required to behave accordingly to ensure equity and equality. The Club 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 BCGBA Bye-Laws and the Club's Constitution. It will also ensure that the necessary actions are taken when the standards of conduct and behaviour of members 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 Club operates. It is subject to ongoing review and development.