



**LLANBRADACH BOWLING CLUB**

# **Equality and Diversity policy**

## **STATEMENT**

Llanbradach Bowling Club is committed to supporting, developing and promoting equality and diversity in all of its practices and activities.

We aim to establish an inclusive culture, free from discrimination and based upon the values of dignity, courtesy and respect.

Llanbradach Bowling Club is committed to supporting and advancing equality and eliminating discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, skin colour, nationality and national origin), religion and belief (including lack of belief), sex and sexual orientation and to fostering good relations between different groups.

This policy builds upon the foundation of equality legislation (particularly the Equality Act 2010) and anti-discrimination guidance, and aims, not only to comply with legal requirements, but to ensure that Llanbradach Bowling Club endeavours to exemplify best practice.

This policy applies to all staff, Committee members, volunteers and members and those who use the club's facilities and participate in the club's activities.

## **OBJECTIVES**

The aim of this policy is to ensure that in carrying out its activities Llanbradach Bowling Club will:

- develop and promote a culture of equality and diversity throughout the club
- foster good relations between people of diverse backgrounds.
- eliminate unlawful discrimination, harassment and victimisation and advance equality of opportunity,
- develop and promote a culture of dignity, courtesy and respect
- deal with all forms of discrimination consistently and effectively
- ensure that the Equality and Diversity policy influences and informs the culture of Llanbradach Bowling Club

## **DEFINITION**

- Equal opportunities refers to the elimination of unlawful and unfair direct and indirect discrimination of particular groups and promoting equal access, treatment and outcomes that take into account specific needs of individuals
- Diversity encompasses visible and non-visible individual differences that includes, but is not limited to, differences protected by anti-discrimination legislation.
- Appreciating diversity is about valuing differences and recognising that everyone through their unique mixture of skills and experience has their own valuable contribution to make.

## **ROLES AND RESPONSIBILITIES**

### **As an Employer**

Llanbradach Bowling Club will provide equality for all in our employment and will not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex and sexual orientation.

All employees will be treated fairly and with respect regardless of position, part-time/full-time working, or length of contract. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude, commitment and ability.

All employees are required to treat one another with respect. Harassment and discrimination in any form is unacceptable behaviour, and offenders will be subject to disciplinary action.

The Club aims to achieve and deliver the standards set out within this policy by:

- Ensuring that their employees are made aware of their rights and responsibilities to each other and to members.
- Providing a way in which individuals can communicate any concerns via competent named personnel (e.g. Club Secretary).
- Treating any unacceptable behaviour seriously and ensuring that committee take responsibility for the implementation of this policy.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination

## **COMMUNICATION**

Llanbradach Bowling Club will publish and promote its equality and diversity policy so that all members, employee and members of the public are aware of its commitment to equality.

## **CONFIDENTIALITY**

Any information disclosed to the Llanbradach Bowling Club in relation to equality and diversity issues will be kept strictly confidential in accordance with legislative requirements unless anonymised.