Oystermouth Bowls Club

 Equality, Diversity and Inclusion Policy

Oystermouth Bowls Club is fully committed to the concept of equality. The activities undertaken will be done in such a manner so that there is no discrimination on the grounds of sex, race, age, gender identity, sexual orientation, ability, religious beliefs or national origin. Everyone will be treated with respect and the Club will endeavour to provide an environment free from discrimination, harassment and victimisation. In addition to the approach taken by Oystermouth Bowls Club individual members have the responsibility to refrain from unlawful actions and to assist in preventing discrimination.

General Statement of Policy

Given the commitment of Oystermouth Bowls Club the following will apply:

* No member or prospective member will receive less favourable treatment or be disadvantaged by any circumstances, conditions or requirements that cannot be justified.
* The Club will make every effort to ensure that it will not unreasonably exclude any individual from access to the activities, facilities and services that are provided.
* Every member is entitled to be treated with respect and to be afforded an equality of opportunity.
* Every member shall comply with any measures that are introduced to ensure equality of opportunity and non-discrimination.
* No member shall harass, abuse or intimidate another member on any grounds.
* No member shall victimise an individual on grounds that they have made a complaint or provided information about discrimination or harassment.
* All members of Oystermouth Bowls Club shall be made aware of this policy.

Equality, Diversity and Inclusion

Oystermouth Bowls Club is committed to providing a safe environment for all its members to undertake activities free of discrimination or harassment. In so doing the following will apply:

* All members have the responsibility of abiding by this policy and to challenge discrimination.
* All members will be afforded dignity and will be treated with respect.
* Differences between people will be recognised, acknowledged and celebrated.
* All members whose preferred language is Welsh are welcomed. For reasons of simplicity and economy we have decided that all official club documents and policies will be published in English only.
* Equality of opportunity and treatment is a core value for Oystermouth Bowls Club.
* The Management Committee is always open to suggestions from members and the wider community as to how diversity and inclusion can be improved.
* That any complaints against discrimination will be investigated in accordance with the complaints policy and the complainant will be informed of the outcome in line with these procedures.

March 2023