

KINGS NEWTON BOWLS CLUB

Equal Opportunities Policy - Version 1 December 2015

1. Kings Newton Bowls Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.
2. All members are expected to abide by the requirements of the Equality Act 2010 and any equivalent legislation.
3. Kings Newton Bowls Club recognises the following as being unacceptable:

3.1 Unlawful Discrimination

Unlawful discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

3.1.1 Direct Discrimination: Treating someone less favourably than you would treat others in the same circumstances on the grounds of the protected characteristics.

3.1.2 Indirect Discrimination: This occurs when, for example, a job requirement or condition is applied equally to all, which has disproportionate and detrimental effects upon one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

3.1.3 Harassment: Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be, for example, of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is unacceptable and cannot be excused on the grounds that the harasser did not intend it.

3.1.4 Bullying: Bullying is the misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.

3.1.5 Victimisation: Subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

Kings Newton Bowls Club regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

4. Kings Newton Bowls Club commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.
5. Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against Club policy, any members offending will be dealt with under the disciplinary procedure.
6. The Bowls Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.