

Caister Bowls Club



Equality, Diversity and Inclusion Policy

“A community where everyone feels welcome, valued and included, regardless of their identity, background, or personal circumstances.”

Caister Bowls Club is fully committed to promoting equality, diversity and inclusion among all members and to preventing unlawful discrimination. The Club upholds these principles in line with those of **Bowls England** at all times.

Our goal is for Club membership to reflect the broad diversity of society, ensuring every individual feels respected, supported and able to reach their full potential.

In providing its facilities and activities, Caister Bowls Club is equally committed to preventing discrimination against visitors or members of the public.

Purpose of this Policy

This policy aims to:

1. **Promote equality, fairness and respect** for all members and visitors to the Club.
2. **Ensure compliance** with the Equality Act 2010 by not discriminating unlawfully on the grounds of the following protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. *(Note: Caister Bowls Club also maintains a separate Trans & Gender Diverse Policy.)*
4. **Prevent and challenge** all forms of unlawful discrimination in:
 - Membership selection and participation in Club activities
 - Terms and conditions of membership

- Handling of grievances and disciplinary matters
- Termination of membership

Commitments of Caister Bowls Club

Caister Bowls Club commits to:

- Promoting equality, diversity, and inclusion throughout the Club as part of good governance and ethical practice.
- Maintaining an environment free from bullying, harassment, victimisation, and unlawful discrimination.
- Fostering a culture of dignity, respect, and appreciation for individual differences and contributions.
- Ensuring that members are aware of their rights and responsibilities under this policy.

All members should recognise that they may be held personally accountable for acts of bullying, harassment, victimisation, or unlawful discrimination towards other members, visitors, or members of the public.

Caister Bowls Club will take any such complaints seriously. Allegations of bullying, harassment, victimisation or unlawful discrimination—whether by members, visitors, or others while on Club premises or participating in activities—will be treated as misconduct and addressed under the Club's Constitution.

Review and Oversight

This policy is fully endorsed by the **Caister Bowls Club Committee** and will be reviewed annually to ensure it reflects current legislation and best practice.

This policy was reviewed and formally approved by the Caister Bowls Club Committee on 14 November 2025.

A handwritten signature in black ink, appearing to read 'T. Murless', with a stylized flourish at the end.

Signed:

Trevor Murless

(Chairman, Caister Bowls Club)