



Stevenage Town Bowls Club Equality, Diversity and Inclusion (EDI) Policy 2026 Version

Statement

The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect, and that members, associate members, members of the public, visitors, and visiting teams are never denied access to Stevenage Town Bowls Club or its activities because of discrimination.

Bowls should be a sport for everyone. The Club President, General Committee, and all members are fully responsible for implementing, promoting, and regularly reviewing this policy.

Legal Framework

Stevenage Town Bowls Club is committed to eliminating all forms of unlawful discrimination and operates a zero-tolerance approach to harassment, bullying, victimisation, or any discriminatory behaviour.

We comply fully with the **Equality Act 2010** (and any future amendments) and all relevant legislation. We also adhere to national governing body requirements, including **Bowls England's Trans and Gender Diverse Policy** (revised 2025, effective January 2026).

Protected Characteristics

Under the Equality Act 2010 it is unlawful to discriminate on the grounds of any of the following protected characteristics: • Age • Disability • Gender reassignment • Marriage or civil partnership • Pregnancy and maternity • Race (including colour, nationality, ethnic or national origin) • Religion or belief (or lack of belief) • Sex • Sexual orientation

The Club will not discriminate against, or treat anyone less favourably because of, any of these characteristics.

Our Commitments

To promote equality, diversity and inclusion we will: • Set high standards of behaviour and values that apply to everyone at every level. • Treat all individuals fairly and with respect. • Make reasonable adjustments to remove barriers and enable people with disabilities to participate fully. • Ensure our programmes, competitions, events, and facilities are accessible and welcoming to the whole community. • Encourage participation from under-represented groups through positive action where appropriate. • Require all members, associate members, visitors, and visiting teams to abide by this



policy and the Equality Act 2010. • Comply with Bowls England rules on competition categories and eligibility.

Forms of Unlawful Discrimination and Unacceptable Behaviour

Direct Discrimination Treating someone less favourably because of a protected characteristic.

Indirect Discrimination A rule, policy, or practice that applies to everyone but puts people who share a protected characteristic at a particular disadvantage (unless it can be objectively justified).

Discrimination arising from Disability Treating a disabled person unfavourably because of something connected with their disability, where this cannot be justified.

Harassment Unwanted conduct related to a protected characteristic which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Victimisation Treating someone less favourably because they have made or supported a complaint about discrimination.

Bullying Misuse of power or position to persistently criticise, humiliate, or undermine an individual.

Prejudice and Stereotyping Pre-judging or making assumptions about people based on negative attitudes or stereotypes.

Complaints Procedure

Any person who believes they have been treated in breach of this policy should:

1. Raise the matter informally with the individual concerned (where appropriate).
2. If unresolved, or if the complaint involves the Club, write to the Club President.

The President will appoint an appropriate person to investigate promptly, fairly, and confidentially. The Club will consult the Equality and Human Rights Commission or other experts where helpful.

Complaints will be handled in accordance with the Club Constitution and Complaints Policy. Where a complaint is upheld, the Club may impose proportionate sanctions (including, in serious cases, suspension or expulsion). The Club will fully co-operate with any external investigation by lawful authorities.

Responsibility, Monitoring and Review



The General Committee is responsible for ensuring this policy is communicated, implemented, monitored, and enforced. All members, volunteers, and officials have a personal responsibility to uphold its principles.

This policy will remain in force until amended or replaced. It will be reviewed **at least every three years** (or sooner if required by law or national guidance).

Approved by the General Committee April 2026 Next Review Date: April 2029 STBC