



Inclusion Equality and Diversity Policy

The Welsh Lawn Bowls Association is dedicated to encouraging a supportive and inclusive culture amongst the whole membership. It is within our best interest to promote diversity and eliminate discrimination within our membership.

Our aim is to ensure that all members are given equal opportunity and that our organisation is representative of all sections of society. Each member will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our Association and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All members will be treated fairly and with respect. When the Welsh Bowling Association selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

All members will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our association will be fully utilised, and we will maximise the efficiency of our whole membership.

The Welsh Lawn Bowls Association's commitments: -

- To create an environment in which individual differences and the contributions of all the membership are recognised and valued.
- To create a working environment that promotes dignity and respect for every member.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
- To promote equality in the association which the Welsh Bowling Association believes is good management practise and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage all members to treat everyone with dignity and respect.

- The Welsh Lawn Bowls Association will inform all members that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness.
- The policy will also draw to the attention the funding agencies, stakeholders and associations to whom they are affiliated to.

- The Welsh Bowls Association is a Bilingual Association determined to promote and foster the Welsh Language

WELSH LAWN BOWLS



The Welsh Lawn Bowls Association equality and diversity policy is fully supported by Executive Committee and has been agreed with the membership.

The Welsh Lawn Bowls Association will be monitored annually to ensure that equality and diversity is continually promoted within the memberships.