



Woodford-cum-Membris Bowls Club

Equal Opportunities Policy Statement

Woodford-cum-Membris Bowls Club is fully committed to the principles of equal opportunities and will endeavour to attract members from all sections of the community. The Club will provide an environment free from all discrimination and opposes all forms of unlawful or unfair discrimination including those on the grounds of:

- age
- disability
- ethnic or national origin
- health
- marital status
- race
- religion
- gender
- sexual orientation

The Club will conduct its affairs at all times in a manner that is consistent with this aim and will take every possible step to ensure that members are treated equally and fairly and that decisions are based solely on objective, merit and/or ability. Implementation of this policy is the collective and individual responsibility of all members of the Club

The Club opposes all forms of unlawful or unfair discrimination on the grounds specified above. This includes but is not limited to:

- treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability, less favourably than others;
- expecting an individual solely on the grounds stated above to comply with requirements(s) for any reason whatsoever related to their membership, which are different from others;
- imposing on an individual requirements or conditions which are in effect more onerous on that individual than they are on others. No individual will be placed at a disadvantage by requirements or conditions which cannot be shown to be necessary to the satisfactory conduct of the task;
- victimisation or harassment of an individual, by virtue of discrimination;
- Any other act or omission of an act which has the effect of disadvantaging an individual against another, or others, purely on the above grounds;
- thus all of the club's recruitment, selection, promotion and training processes, as well as disciplinary matters, will be determined solely by the application of an objective assessment of personal performance and ability.

All Club members are expected to abide by the requirements of the Race Relations Act 1976, the Sex Discrimination Act 1986 and the Disability Discrimination Act 1995. All reported breaches of this policy and instances of actual or alleged inappropriate behaviour will be treated seriously and fully investigated by the Club committee.

Any member found guilty of discrimination will be instructed to desist forthwith and will be dealt with under the Club's disciplinary procedures. This may result in the exclusion of those responsible from the Club.

The Club's Equal Opportunities Officer is:

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