

Croston and District Boules League

EQUALITY AND DIVERSITY – Advisory document only

INTRODUCTION

The Croston and District Boules League is committed to ensuring that Boules is a sport which is inclusive and welcoming of diversity. We want to ensure that everyone has a genuine and equal opportunity to participate in Boules at all levels and in all roles. ***“Our ethos is that all players have fun, can participate in an enjoyable sociable evening and most of all enjoy playing the game”***. The League is run for our Members and we put the success of our Boules League down to the spirit, enjoyment and enthusiasm of all of our players.

We aim to create an environment in which all individuals can make the best use of their skills, they are treated with respect and free from discrimination or harassment, and in which all decisions are based on merit.

EQUALITY AND DIVERSITY

This Policy outlines Expectations and applies to All of our Players and everyone associated with the Croston and District Boules League.

EQUALITY refers to the principle that everyone should have the same opportunities be treated fairly, with respect and without discrimination, regardless of their background or characteristics.

DIVERSITY is about recognising, respecting, valuing and welcoming difference and acknowledging that individuals have different needs which can be met in different ways.

All individuals are expected to promote this policy, ensuring a culture of Respect, Equality and Diversity in an environment where everyone can enjoy the sport without discrimination.

OUR VALUES

The Equality Act and hence this policy covers the 9 protected characteristics: -

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

PRINCIPLES

Croston and District Boules League is committed to sports equality which is about: -

- Fairness in sport, equality of access, recognising differences and taking steps to meet them.
- Changing the culture and structure of sport to ensure it becomes equally accessible to all members of society.
- Making sure all individuals can realise their talent and fulfil their potential.
- An individual's responsibility to challenge discriminatory practice and promote inclusion.

DISCRIMINATION

Discrimination can be: -

- Direct - when someone is treated less favourably than another person.
- indirect - when there is a condition, rule or practice which applies to everyone but particularly disadvantages people who share a protected characteristic.
- By association - discrimination against someone because they associate with another person who possesses a protected characteristic.
- By perception - discrimination against someone because others think they possess a particular protected characteristic.
- Harassment - 'unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'.
- Victimisation - when an individual is treated badly because they have made or supported a complaint/grievance about discrimination or harassment.

SUMMARY

The Boules League Committee are totally committed to the Ethos of our League as stated above and recognise the value and importance of this Equality and Diversity Policy to everyone associated with the Croston and District Boules League and the importance of our stated Values and Principles without discrimination in everything we do.