

Title; COMPANY POLICY - DIVERSITY	Version; 1
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Whiteknights Indoor Bowls Club Ltd

(Registered Office)

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COMPANY POLICY; DIVERSITY

(Further information available at <https://www.gov.uk/guidance/equality-act-2010-guidance>)

It is the policy of Whiteknights Indoor Bowls Club (the Company) to make everyone welcome and create a safe environment for both members and visitors alike. This policy is fully supported by the Board of Directors who are responsible for its implementation and review.

We will endeavour to ensure that everyone attending the Club adheres to the following;

- 1 Take responsibility for setting and upholding standards and values throughout the Club at every level and therefore enabling everyone to participate and enjoy themselves.
- 2 Demonstrate a commitment to eliminating discrimination by reason of –

Age	Race
Disability	Religion or belief
Marriage and civil partnership	Pregnancy and maternity
Sexual orientation or Gender reassignment	Sex

The Company recognises that Under the Equality Act 2010 it is an offence to discriminate directly or indirectly based on these characteristics. It is also an offence to discriminate against a person who you perceive may have one of the above protected characteristics. This list is not finite.

- 3 Ensure that employees, members and visitors are treated with respect regardless of their needs offering an inclusive and welcoming environment.
- 4 Oppose all forms of harassment, bullying or abuse towards an individual or group whether it be physical, verbal or online that is for any reason stated in (2) above. Any incidents of this or similar nature will be treated seriously and subjected to the appropriate disciplinary process.
- 5 Complaints for reasons of (2) above should be made to the Club Manager who will ensure that there is an immediate investigation. All complaints will be dealt with in accordance with the Company Complaints procedures. This does not preclude police involvement at any level and stage. Where a complaint is upheld Company disciplinary procedures will apply.
- 6 Promote and encourage development of coaches and volunteers to achieve a greater diversity within our sport.
- 7 Encourage harmony within the club and counter discord and enmity. The Directors intend to show equality and strong bonds of friendship and trust.

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Date of Change	Summary of change	Implemented by	New version no.

Governance Approved