



1. Disability Inclusion Objectives and Purpose Statement

- 1.1 This Disability Inclusion Policy reinforces the British Tenpin Bowling Association's commitment to ensuring equality of opportunity for the diverse membership body, and to review its policies and practices in light of developments in UK Law and the Association's strategy.
- 1.2 This document outlines the BTBA's duties and the options available to members with disabilities in seeking support or adjustments to their bowling environment
- 1.3 The BTBA is committed to working towards an understanding of the Social Model of disability; this includes addressing the barriers to inclusion (structural, cultural, organisational and attitudinal) which adversely impact upon disabled people, affecting the ability to meet their needs, rights and requirements
- 1.4 This Disability Policy sets out the BTBA's commitment to disabled members and staff, providing a framework to contribute to the ongoing development of an enabling environment for all members
- 1.5 This policy should be read in conjunction with the Equality Policy, Disciplinary Policy and Protection Policies which outlines key priorities. However, while these focus on the overarching objectives and aims relating to disability, this policy addresses some of the specific operational aspects for members and staff, and aims to provide a guide for all
- 1.6 The purpose of this policy is to provide equality and fairness for those working within and with the organisation in various capacities, and to ensure there is no discrimination on grounds of gender, gender identity, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, belief or age.
- 1.7 BTBA will aim to have employees, volunteers and members;
 - That feel and are respected.
 - Operating in an environment that enables everyone to give their best and feel valued for their contributions.
 - Will be treated fairly and with respect.
 - Volunteers will be recruited in the spirit of this policy.
 - Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability

2. Legal Framework

- 2.1 The Equality legislation outlines a number of required duties. The Equality Act 2010 incorporated all nine separate pieces of equality legislation including the Disability Discrimination Act 1995. The Equality Act 2010 places a general duty on all organisations to promote disability equality.
- 2.2 Under these duties the BTBA is required to:
 - Eliminate unlawful discrimination
 - Eliminate harassment of disabled people
 - Promote equality of opportunities between disabled people and other people
 - Involve disabled people in the formulation of actions
 - Promote positive attitudes towards disabled people
 - Encourage participation by disabled people in public activities
 - Take steps to meet disabled peoples' needs

- Identify and analyse potential discriminatory policies, practices and procedure in all aspects of the BTBA

3. Definition of Disability

- 3.1 The Equality Act 2010 uses a wide definition of disability which includes those with physical or mobility impairments, visual impairments, hearing impairments, dyslexia, dyspraxia, dyscalculia, AD(H)D, medical conditions, mental health difficulties, autistic spectrum conditions, Chronic Fatigue Syndrome, M.E. and 'unseen disabilities' (e.g. asthma, epilepsy, heart conditions, diabetes). The formal definition included in the Act is: "A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities"
- 3.2 The definition of "day to day activities" includes mobility, manual dexterity, lifting, hearing, eyesight, speech, memory, and the ability to concentrate, learn or understand. The Act defines "substantial" as being more than trivial and "long-term" as being more than twelve months or likely to last twelve months. An impairment which would substantially affect a person, but which is controlled by medical treatment or prosthesis, is still covered by the definition of disability.
- 3.3 The definition includes cancer, HIV/AIDS and Multiple Sclerosis effectively from the point of diagnosis.
- 3.4 Discrimination and harassment is not limited to those people who are themselves disabled but also applies to those associated with disability i.e. a carer for a disabled child.

4. BTBA Members with Disabilities

- 4.1 The BTBA welcomes applications from disabled people and those with specific learning difficulties. We encourage existing members to declare a disability or learning difficulty either on application or any time thereafter in order that they can be made aware of possible support that is available to fully experience the sport.
- 4.2 Information provided to the BTBA is held in confidence, is only shared with staff or the Council with the member's written permission (please see point 6. Confidentiality)

5. Harassment and Other Forms of Unlawful Discrimination

- 5.1 The general legal duty requires the BTBA to have to the need to eliminate harassment of disabled people that is related to their disabilities or to the disabilities of others associated with them.
- 5.2 Harassment may take the form of verbal abuse or other actions which make an individual feel uncomfortable, intimidated or degraded. Discrimination can come in one of the following forms, and the BTBA specifically recognises the following as being unacceptable:
 - Direct discrimination - treating someone with a protected characteristic less favourably than others
 - Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
 - Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them

- Victimisation - treating someone unfairly because they've complained about discrimination or harassment

5.3 Harassment may take the form of verbal abuse or other actions which make an individual feel uncomfortable, intimidated or degraded.

5.4 The BTBA regards discrimination, harassment, bullying or victimisation as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any member who unlawfully discriminates against, harasses, bullies or victimises any other person.

6. Confidentiality

6.1 All information given to the BTBA by disabled members will be treated with respect and confidence and in accordance with The Data Protection Act of 1998. A disabled member may volunteer a disability and ask that the information is kept confidential. The responsibility of the staff member informed is to ensure that the disabled person is aware that this is likely to have an effect on any reasonable adjustments which may be required and to document this.