



## 1. Equality Objectives and Purpose Statement

- 1.1 This 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 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.
- 1.3 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
- 1.4 This policy should be read in conjunction with the Disability Inclusion 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

## 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 and harassment of all members
  - Promote equality of opportunities between members regardless of gender, gender identity, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, belief or age.
  - Involve people of diverse backgrounds in the formulation of actions.
  - Promote positive attitudes towards inclusion of all members
  - Encourage participation of all members in public activities
  - Take steps to meet disabled people's needs
  - Identify and analyse potential discriminatory policies, practices and procedure in all aspects of the BTBA

## 3. Confidentiality

- 3.1 All information given to the BTBA members will be treated with respect and confidence and in accordance with The Data Protection Act of 1998. A member may volunteer information and

ask that the information is kept confidential. The responsibility of the staff member informed is to ensure that the person is aware that this is likely to have an effect on any reasonable adjustments which may be required and to document this.

## 4. Harassment and Other Forms of Unlawful Discrimination

- 4.1 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.
- 4.2 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
- 4.3 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.