

Equal Opportunity Policy

Statement of Intent

Every Club in the W.B.A. must comply with the Equality Act 2010, and be resolute in its determination to pursue equality status to all members, visitors, guests present and potential employees. The Club will endeavour to ensure that every person, regardless of age, disability, gender reassignment, marriage and civil partnerships, religion or belief, sex or sexual representation, pregnancy and maternity has a genuine opportunity to participate to their full potential at all levels and in roles within the Club.

Equality Policy

The General Committee of a Club should produce an Equality Policy document that is subject to annual review. A copy of this document must be made available if requested to all members, visitors and guests. All members, visitors and guests have responsibilities to respect, act in accordance with and support and promote the spirit and intentions of the Policy.

Membership

The Club must ensure that each application for membership will be determined in accordance with the Club's statement on equal opportunities. The General Committee may apply an upper limit on the numbers in any category of membership provided that such limits are not determined by reference to any of the protected characteristics as defined in the Equality Act 2010. All participants at the Club, in whatever capacity shall receive fair and equitable treatment in all aspects of their membership.

Management of the Club

The General Committee is responsible for ensuring the Club operates in accordance with the Constitution and Regulations of the Club as written and updated from time to time and in conformity with the Equality Act 2010. Members will be encouraged to play a full part in the management and operation of the Club, and where eligible to allow themselves to be nominated to serve on the General Committee, its Sub Committees and as officers of the Club as defined in the Constitution and the Club Regulations.

Captaincy

There can be separate captains for each gender section of the Club. Proposals for nominations and elections will be in accordance with its Constitution. Each captain should comply with the responsibilities of captaincy and shall represent their Section of the Club at all events that fall within their jurisdiction.

Club Officers

Any nominations for Club Officers like Secretary, Treasurer, and President must be open to all members, and they should be elected by a vote of all Club Members.

Compliance

The General Committee will ensure that the requirements of the Equality Act and their Equal Opportunity Policy are being adhered to, and to monitor and evaluate the interpretation of these documents.

Complaints

The Chairman of the General Committee has overall responsibility to the Committee for ensuring that the requirements of this Policy are implemented. Any complaint or grievance will be dealt with in accordance to the Constitution.

Discipline

Any report of alleged breach of the Equality Act and the Equal Opportunity Policy will be investigated and appropriate disciplinary action taken in accordance with the Club's Constitution.