



## **POLICY TITLE: Inclusion Policy**

<b>RELATED POLICIES:</b>	National Integrity Framework Bowls Australia - Member Protection Policy (January 2024) Code of Conduct Inclusive Language Guidelines
<b>RESPONSIBLE OFFICERS:</b>	Chief Executive Officer
<b>AUTHORITY:</b>	Chief Executive Officer
<b>APPLICABLE FORMS:</b>	Nil
<b>APPROVED:</b>	February 2024
<b>REVIEW DATE:</b>	February 2027

## 1. STATEMENT OF COMMITMENT

Bowls Tasmania (BTAS) is the primary body for Lawn Bowls within Tasmania with three regional authorities under its banner. BTAS is committed to ensuring that the objectives in this Policy are implemented to reflect inclusive practices in all participation levels in lawn bowls clubs. BTAS will take a leadership role in supporting and encouraging a membership base in which diversity is recognised, respected, valued and welcomed.

BTAS follows Bowls Australia's Open Bowls Policy:

*Following a number of challenges relating to anti-discrimination legislation at club, regional and state/territory association level, Bowls Australia (BA) has undertaken detailed research and has formulated a position on Open Bowls in Australia.*

*The findings of the research demonstrate that state/territory associations, districts, regions, associations and clubs should apply the following principles to their competitions to provide equal opportunities for all members.*

- *Where only single gender competition is offered, it is desirable to provide an opportunity for Open Bowls to take place.*
- *Clubs, regions and association administration operations should provide equal opportunities including within their constitutions.*
- *BA endorses equal access to greens and other facilities for all members and to promote Open Bowls at the grassroots level.*
- *All stakeholders in bowls in Australia should be aware of their obligations under the relevant Anti-discrimination Act that applies to their area.*
- *Open Bowls does not solely relate to open gender, but religion, race, culture and disability collectively.*

## 2. POLICY APPLICATION

- BTAS will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices and will ensure that people of all ages and abilities are afforded reasonable opportunity to participate in all participation aspects of lawn bowls.
- All BTAS employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.

- BTAS will provide reasonable adjustments to lawn bowls for All programs to ensure that people of all ages and abilities can successfully participate in all aspects of the game.
- BTAS will provide educational opportunities to ensure officials and clubs can be confident in creating an inclusive and welcoming environment.
- People with disabilities who require services or modifications have a responsibility to specify requirements to be met to assist BTAS and its Members to meet their commitments.
- This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in programs, services and facilities for people with disabilities.

### **3. POLICY COVERAGE**

This policy aims to set a standard of equality and diversity within lawn bowls in Tasmania. The policy endeavours to promote diversity and equality amongst our bowls community. In particular, the policy focuses on individuals who are:

- Culturally and Linguistically Diverse (CALD)
- Indigenous
- Individuals with an intellectual and/or physical disability
- Lesbian, gay, bisexual, transgender, intersex, queer (or sometimes questioning), asexual and others (LGBTIQ+).

This policy does not cover all aspects of provision within lawn bowls for people of all ages and abilities. It covers areas mostly concerned with grassroots participation, including:

- Inclusion Education – the provision of non-accreditable awareness programs for officials, administrators, coaches within BTAS, Regional Authorities and clubs.
- Accreditation – the provision of accredited education programs that ensure coaches have the confidence and coaching competencies to teach inclusively.
- Accreditation/Technical Membership – the provision of accredited education programs that are inclusive for coaches and officials.
- Club Services – develop a quality assurance profile that raises the awareness and clubs' ability to respond and be inclusive for all participants.