



BOWLS
TASMANIA

POLICY TITLE: Inclusion Policy

RELATED POLICIES: Member Protection Policy
Code of Conduct

RESPONSIBLE OFFICERS: CEO

AUTHORITY: Chief Executive Officer

APPLICABLE FORMS:

APPROVED: November 2016

NEXT REVIEW DATE: July 2019

1. STATEMENT OF COMMITMENT

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

2. POLICY APPLICATION

- BT 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 BT 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.
- BT 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.
- BT 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 BT 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

Bowls Tasmania's Inclusion Policy aims to set a standard of equality and diversity within lawn bowls in Tasmania. The Inclusion 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

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 Bowls Tasmania, 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.