



Code of Ethics and Behaviour regarding Equality of Equity

What is the Code of Ethics & Behaviour?

The Bowls Development Alliance (BDA), as the umbrella organisation for the sport of bowls, has produced this document on behalf of the family of bowls in order to uphold the highest standards of integrity and ensure that the reputation and values of the sport remain intact.

It clearly lays out the responsibilities everyone has to ensure the sport can be enjoyed by all.

Who does the code apply to?

The BDA have in conjunction with the National Governing Bodies of bowls, set the standards that apply to everyone involved in the sport including staff, club officials, coaches and volunteers.

What is the purpose of the Code?

The Code of Ethics and Behaviour has been produced to protect everyone in the sport and to ensure that there is equal access and opportunity for everyone and that fairness and respect is upheld.

This code will allow the sport to ensure that the sports moral and ethical values will be followed across the whole family of bowls.

Generic Code of Ethics & Behaviour

This applies to everyone in the sport regardless of role

- Always participate in the right spirit showing respect for others.
- Never use inappropriate language or gestures.
- Take reasonable measures to protect your own safety and the safety of others.
- Always promote the sport in the best possible light.
- Protect yourself from verbal or physical abuse and threatening or intimidating behaviour.
- Abide by the bowls Equality Policy.
- Abide by the bowls Safeguarding Policy, Guidelines and Templates.
- Take appropriate action if there is evidence that the code is being abused.

Code of Ethics & Behaviour for NGB staff and volunteers, Clubs and County Associations.

This group has an essential role to play in upholding and implementing the code. All should be advocates of equality, fair play and safety. In addition to the generic ethics and behaviours the following are more specific to the roles of this group.

- Operate within the letter and spirit of the code
- Treat everyone with dignity and respect
- Listen carefully to all stakeholders and respect their views
- Promote the bowls Safeguarding Policy, Guidelines and Templates
- Promote the Equality Policy

Code of Ethics & Behaviour for Players

In addition to the generic ethics and behaviours the following are more specific to this group.

- Respect other players, coaches, spectators, officials and umpires.
- Never participate when under the influence of alcohol or drugs
- Accept success and failure
- Set a positive example for young participants and spectators
- Never use foul, sexist, abusive, racist or any prejudicial language and do not tolerate it from anyone else.

Code of Ethics & Behaviour for Spectators & Parents

In addition to the generic ethics and behaviours the following are more specific to this group

- Remember that bowls is FUN
- Applaud effort and good play as well as success
- Appreciate good play by the opposition
- Encourage all players to respect the opposition, the referee, umpire and other bowls' officials
- Offer encouragement at all times
- Leave the coach to communicate with individuals
- Respect the decisions of officials.
- Show an appreciation of ALL volunteers and their efforts.

Code of Ethics and Behaviours for Coaches

In addition to the generic ethics and behaviours the following are more specific to this group

- Respect the rights, dignity and worth of every person.
- Help create an environment where all children and adults at risk have an equal opportunity to participate.
- Help create and maintain an environment free of fear and harassment.
- Recognize the rights of parents, children and adults at risk to confer with other coaches.
- Do not discriminate on the grounds of sex, marital status, race, colour, disability, sexuality, age, religion or political opinion.
- Do not condone or allow to go unchallenged any form of discrimination or prejudice.
- Do not publicly criticise or engage in demeaning descriptions of others.
- Develop relationships with parents, children and adults at risk based on openness, honesty, mutual trust and respect.
- Do not engage in any behaviour that constitutes any form of abuse (physical, sexual, emotional abuse, neglect or bullying).
- Be aware of the physical limits of children and adults at risk and ensure that training is appropriate.
- Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines.
- Always try to work in an open environment (e.g. avoid private or unobserved situations).
- Do not engage in any form of sexually-related contact with children or adults at risk. Sexual innuendo, flirting or inappropriate gestures and terms are also unacceptable.
- Explain to parents as appropriate, the potential impact of the coaching programme on the child or adult at risk.
- Do not have a sexual relationship with someone under the age of 18 who you are coaching.
- Ensure you adhere to the Safeguarding Policy, Guidelines and Templates.
- Report any concerns you may have in relation to a child or an adult at risk or the behaviour of an adult, and follow reporting procedures.
- Demonstrate proper personal behaviour and conduct at all times.
- Develop an appropriate working relationship with children or adults at risk based on mutual trust and respect.

- Always emphasize that the well-being and safety of the child or adult at risk is more important than the development of performance.
- Do not smoke, or drink alcohol, while actively working with children or adults at risk. Never use recreational or performance-enhancing drugs.
- Attend appropriate training to enable you to keep up-to-date with your role and matters relating to the welfare of children and adults at risk.
- Hold “Coach Bowls” membership and hold relevant qualifications.
- Ensure the necessary insurance cover is in place.

Code of Ethics and Behaviours for Young People (under 18 years of age)

In addition to the generic ethics and behaviours the following are more specific to this group

- Always play fairly and apply bowls’ standards both on and off the rink.
- Respect all advice that you are given.
- Treat others as you would wish to be treated.
- Show respect for ALL players regardless of age, colour, disability or gender.
- Always report anything which worries you to a responsible adult (Club Safeguarding Officer).
- Speak out if you consider that you or others are being poorly treated.
- Always arrive on time and come prepared to play.
- Always tell someone if you are leaving a venue or competition.
- Treat coaches and other members with respect at all times.
- Do not take part in any abusive, irresponsible, inappropriate or illegal behaviour.
- Do not consume alcohol, smoke, take illegal or performance-enhancing drugs or stimulants.
- Do not use foul or offensive language.
- Do not publicly act disrespectfully to others.

Equality Policy Statement

- The BDA is responsible for ensuring that no member, volunteer, employee or job applicant (together the ‘stakeholders’) receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the ‘Protected Characteristics’)
- the BDA will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic background.

- The BDA will endeavour to ensure that everyone who wishes has an equal opportunity to participate in the sport of bowls at all levels and in all roles.
- Purpose It is the aim of the BDA to ensure that all employees and Members of BE and the EIBA, at present or in the future, are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect. Commitment to Action Specific actions will be established to address inequality and promote equality.
- The BDA, Bowls England and EIBA Ltd will provide appropriate training as necessary to its employees, the Board, Counties and Clubs and any other key volunteers to raise awareness of both collective and individual responsibilities.
- The BDA will publicise its Equality Policy to all stakeholders through its website and club mailings.
- The BDA will prepare an Equality Action Plan for the purpose of future monitoring, evaluation, review and reporting to all its stakeholders.