

Bowls Scotland Equality & Diversity Working Group - Terms of Reference

Purpose of the Group

This operational group will discuss, and action matters pertaining to equality and diversity in the sport of Lawn Bowls, including but not limited to:

- Reviewing and contributing towards the implementation of the Bowls Scotland Equality Action Plan.
- Contributing to Bowls Scotland maintaining the Equality Standard for Sport: Intermediate Level.
- Support equality and diversity projects and programmes within Lawn Bowls.

In line with Bowls Scotland's culture and values of Collaboration, Inclusivity, Integrity and Clarity, the group will work towards achieving the Bowls Scotland strategic objectives and overall vision of a modern, accessible sport for all.

Term of the Group

The revised Terms of Reference is effective from 1 February 2021 to 31 March 2023 or as mutually agreed by all parties.

Membership of the Group

The group is made up of:

- Bowls Scotland's Equality Champion on the Board (Director of Governance) - Chair
- Bowls Scotland Business Operations Manager - acting as staff lead for Equality Standard in Sport.
- Minimum three members, representative of our bowling community.
- Additional individuals may be invited to attend the group in advisory positions where deemed appropriate.
- Members will commit to attending all scheduled working group meetings.

**The makeup of the group will be reviewed and agreed annually.*

Roles and Responsibilities

- Contribute constructively to the work of the Bowls Scotland Equality & Diversity Group with the aim of ensuring Lawn Bowls is a modern sport, accessible for all.
- Review and contribute towards the implementation of the Bowls Scotland Equality Action Plan.
- Contribute to Bowls Scotland progressing and maintaining the Equality Standard for Sport.
- Support equality and diversity projects within Lawn Bowls.
- Engage with experts where required to develop equality and inclusion in Lawn Bowls.
- Engage with clubs, coaches, players, partner organisations and other stakeholders in furthering equality and inclusion in Lawn Bowls.
- Act as an ambassador for Equality in Bowls Scotland promoting and embodying Bowls Scotland's culture and values at all times.

Meetings

- Meetings will be held quarterly either face to face and will be rotated round the country or virtually via zoom.
- Meeting agendas and supporting documentation will be prepared and issued by the Chair/BS Staff in advance of all meetings.
- A record of all meetings will be taken by the Chair/BS Staff and circulate to group members.