

Bowls Scotland – Empowering Women in Bowls Working Group Terms of Reference

Purpose of the Group

This operational group aims to support Bowls Scotland to encourage more females into Bowls by:

- Reviewing and contributing towards Empowering Women in Bowls key objectives in the interim Bowls Scotland Equality Action Plan 2021-2023
- Support Empowering Women in Bowls 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.

Key Objectives

- Address the decline in female participation in Bowls
- Increase the number of women and girls playing, coaching, and volunteering within bowls.
- Introduce a new competition structure to increase the opportunities available to females
- Identify players that will benefit from a women's specific programme that will greatly improve standards and the ability to succeed at European and World level.
- Increase promotion and marketing of women in bowls
- Create and develop environments whereby females are supported to progress into leadership positions within Bowls

The group will work in tandem with the overall Bowls Scotland Equality and Diversity Group to ensure an efficient way of working, and consistent messages.

Membership of the Group

The group is made up of:

- Bowls Scotland's Empowering Women in Bowls Board Director – Chair
- Bowls Scotland's National Development Officer (Staff representative)
- Bowls Scotland President and/or Vice President
- Minimum four members, representative of our bowling community
- Individual with an interest in promoting female engagement and participation in Bowls
- Additional individuals may be invited to attend the group in advisory positions were deemed appropriate.

Members will commit to attending the scheduled working group meetings.

Roles and Responsibilities

- Contribute constructively to the work of the Empowering Women in Bowls Working Group
- Review and contribute towards the interim Bowls Scotland Equality Action Plan 2021-2023.
- Engage with experts where required and engage with clubs, coaches, players, partner organisations and other stakeholders
- Act as an ambassador for Empowering Women in Bowls, 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.