

Empowering Women in Bowls & Equality and Diversity Group Meeting Notes, 7-8.30pm, 26 July 2022

1. Attendance:

- Beth Riva, Gifford BC
- Bob Ferenth, Nairn BC
- Dawn Hunter, Gallatown BC
- Laura Cluxton, Alloa East End BC
- Margaret Bingham, Cumnock BC
- Moira McLaren, Forfar BC
- Valerie Ogilvie, Dundonald BC
- Laura White, Eskmills BC
- Neal Herbert, Scottish Sporting Futures
- Chris Morrow, Willowbank BC
- Stuart Chesby, Lumphinnans BC
- Molly Carney, Stepps BC
- David Scouler, Bowls Scotland Board Director
- Arlene Ewing, Bowls Scotland Board Director
- Sarah Pryde-Smith, Bowls Scotland Business Operations Manager

2. Apologies from Gary Grieve (ScottishClubSport), Pauline Wilson (Willowbank BC)

3. General Updates from Everyone:

- Some discussion on association challenges and club challenges around fielding female teams and open comps.
- A nice highlight from Laura C on her positive experiences coming into the sport.
- A huge congrats to E&D group member Pauline on her Gold medal at the Commonwealth Games – we are so proud of you Pauline and the rest of the team.

4. Bowls Scotland Updates:

- Equality Policy – New Version available here: (scroll down to Equality):
<https://www.bowlsscotland.com/downloads>
 - Group Discussion - Attach to the online membership system at the point of affiliation for awareness in 2023 / Incorporate as a condition of membership – SPS to discuss internally
- Equality Plan – Latest updated version available here: <https://www.bowlsscotland.com/about-us/equality-diversity>
- Priorities for 2022-2023 to reflect in Equality Action Plan:
 - Attract more women into sport – Try Bowls / Links to Commie Games medalists
 - Associations – discussions on modernising
 - Equality in affiliation to Bowls Scotland
 - Nationals – para draws, not an afterthought, timely, no bronze medal presentation, presentations after, draws.
 - Equality Champion for every club / Every region or District – Equality Champion for Districts
 - Equality awareness training / protected characteristics
- Bowls Scotland President and Vice President (Currently Ladies and Gents for both roles – group discussion on whether this should change):
 - Group supportive of moving to the following:
 - Move from 2 Presidents to 1 President

- Move from 2 Vice Presidents to 1 Vice President and 1 Junior Vice President
 - Continue with 1 term in office, however with the introduction of a junior Vice President to reflect the scale of the role and opportunities for volunteers to develop. (Essentially going from 4 to 3 instead of 4 to 2 personnel).
 - Move to an alternating pattern of Female – Male – Female - Male and so on to ensure we empower women in these leadership roles.
This has been proposed and accepted by the Board and will be going to the AGM as an article amendment to modernise the presidential structure.
 - Club and Coach Conference Update:
 - Cancelled due to low numbers
 - Workshops on Inclusive Club Resource Tool from Scottish Disability Sport & Funding will be delivered as part of the ongoing club development workshops in 2023
 - Discussion on delivering EWiB workshop:
 - Provide a female only platform to discuss challenges and opportunities faced by females in the sport
 - Potential for Female DCs to support these discussions and workshops
 - Associations – bring female associations together to what is happening across Scotland and how we can modernise what we do
 - Bowls Scotland Strategy – The Next 12 Years:
 - Survey launched in June with 991 responses so far. In addition to the survey, there are face to face consultation sessions as well as virtual
 - Group members to complete survey if not already done so:
<https://www.surveymonkey.co.uk/r/3XG2JBD>
5. AOCB:
- Discussion on the Nationals and experiences of the para players. There will be a full competition review undertaken in the coming weeks.
 - Cricket Scotland Report – really just to highlight that this is being discussed at Board level (and across Sports) on the impact this will have on policies and practices. For anyone interested in reading the full report: Changing The Boundaries – Independent review into racism in Scottish cricket (sportsotland.org.uk)
 - Bowls Scotland Chair – recruitment will start next week for a new Bowls Scotland Chair. Sue Beatt has served 8 years on the Board of Bowls Scotland, 6 years as Chair. More information will be on our social media channels and website from Tues next week.
 - Staffing Update:
 - Daniel Baker, NDO District 11-24, has left Bowls Scotland to join Scottish Fencing. We are sad to see Daniel leave but delighted he is still staying within the sporting system
 - Claire Johnstone, Comps and Events Manager, remains on long term sick with Lawra Cox fulfilling this role in the interim.
6. Date of Next Meeting – October/November